



Bay District School Board

Salary Schedule

2018-2019

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DEFINITIONS

YEARS OF EXPERIENCE FOR PAY PURPOSES (applies to Administrative and Instructional Employees) shall be interpreted to mean the time an employee has been employed in a position or positions of equivalent classifications and not the total years of service as an employee of the Bay County School Board. Progressive advancement in equivalent classifications shall qualify an employee to retain his/her earned experience. Equivalent classification shall be interpreted to mean employees paid on the same Placement Schedule. An employee moving from a position paid from one Placement Schedule to a position paid from another Placement Schedule will begin the new position paygrade at the "0" years experience on the Placement Schedule except that employee who can document experience as an administrator or as an instructional employee may transfer the approved years of experience to the appropriate Placement Schedule. The Superintendent or his designee will evaluate and recommend the experience for School Board approval.

YEARS OF SERVICE FOR THE PURPOSE OF COMPUTING ANNUAL LEAVE shall be interpreted to mean the years service as an employee for the Bay County School Board in a full-time (52 weeks annually) position. Years service in positions of employment with the Bay County School Board of less than 52 weeks annually do not qualify for annual leave and that service will not be considered when an employee transfers to a 52-week position. (Effective July 1, 1985)

ADMINISTRATIVE EXPERIENCE:

Only experience in an administrative position will count toward salary computation on the Administrative Placement Schedule (Placement Schedule 2). Leadership positions held (as department head, team leader, etc.) while employed as an instructional employee may be submitted for consideration/review by the Bay District Schools Human Resources Department. Experience as an acting administrator will also count toward computing administrative experience on Placement Schedule 2. See page 24-H for Assistant Administrators.

Any employee wishing to claim administrative experience must make a written request to the Superintendent or his/her designee. Such requests must include written documentation of the specific assignments and time spent in qualifying administrative positions.

EDUCATIONAL SUPPORT PERSONNEL REASSIGNMENTS: A reassignment is movement of an employee from one position to another at the same work site, or from one bus route to another.

EDUCATIONAL PERSONNEL TRANSFERS: A transfer is movement of an employee from one work site to another.

SPECIAL CONTRACTS as used in this Placement Schedule are defined as contracted work performed by instructional employees in excess of the regular 196 day schedule contract.

NORMAL WORK WEEK is defined as beginning on each Sunday and extending through the next Saturday. Employees assigned beyond a forty (40) hour work week shall be compensated at time and one half their regular hourly rate of pay or compensatory time.

PAYMENT TO INSTRUCTIONAL PERSONNEL FOR SERVICES OUTSIDE THE 196 DAY CONTRACT THAT INVOLVE NON-STUDENT INSTRUCTION TIME:

These services include Curriculum Development Projects, workshops, inservice training, Pre-K screening, planning fees for workshop presenters (workshop to be presented on a teacher contract day) and other activities not involving student instruction. A day will be 6 hours excluding lunch breaks.

DIRECT DEPOSIT: Direct Deposit participation is mandatory.

**INSTRUCTIONAL
PERSONNEL
&
SUBSTITUTES**

INSTRUCTIONAL PERSONNEL

- A. Instructional salaries are paid according to the highest level of training and approved experience using Placement Schedule "1". (Grandfathered or Performance Schedule)
- B. The hourly rate of pay for instructional employees employed under special contract for work in excess of the regular 196 days will be computed by dividing the employees annual base pay from schedule "1" as follows: Annual rate of pay divided by 196 days = daily rate of pay divided by 7.5 hours = hourly rate of pay.
- C. The annual salary for ROTC instructors shall be as specified by an agreement between the Bay County School Board and the Department of Defense for Jr. ROTC programs. The monthly salary may vary in accordance with the information furnished by the Department of Defense and the instructors shall be paid accordingly. Contract periods for ROTC instructor positions are determined based upon the Department of Defense and dictated by the specific branch of service. Example: Twelve months, Ten months plus two months under special contract by District (grandfathered individuals) and Ten months. These employees do not qualify for annual leave or paid holidays other than noted in paragraph II-D. Since the ROTC Instructor salary and supplements (housing, clothing, etc.) and COLA is determined by the Department of Defense, ROTC instructor salary increases are not part of the Bay District Schools Placement Schedule.
- D. Instructional Employees receive the following paid holidays:

Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 24, 2018	Monday, January 21, 2019
- E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- F. Refer to the School Board Policies and Association of Bay County Educators Master Contract for other terms and conditions of employment related to instructional personnel.
- G. Placement Schedule 1 will be used to calculate the salaries of non-certificated instructional personnel authorized under the provisions of State Board Rule 6A-1.0502. Full-time instructional personnel will not be paid less than the salary for a bachelor's degree.
- H. **Curriculum Development Projects:** Beginning on the first student day of school year 2015-2016, teachers employed in curriculum development projects that involve developing and/or revising curriculum projects or district/school reports will be paid a Beginning Teacher's Hourly Rate. Teachers employed in curriculum development

will produce a product at the end of the project. Curriculum Development Projects will be approved and monitored by the Division of Teaching and Learning.

- I. **Special Training/Staff Development Projects:** Beginning on the first student day of school year 2015-2016, teachers employed for special training/staff development projects that support the District Improvement Plan and School Improvement and that have funds expressly for the compensation of participants will be paid \$80.00 per day. (Rate is based upon a six (6) hour day.)

If training occurs outside the normal school day (nights or Saturdays) during the regular school year, the rate of pay will be \$125. (Rate is based on a six (6) hour day.)

- J. Employees do not receive an automatic step on a Placement Schedule for pay increase.

Grandfathered Instructional Pay Schedule

Placement Schedule 1

Board Approved
11/12/2013

BA

PG	\$ Amount
00	34,480
01	34,480
02	34,730
03	34,980
04	35,480
05	35,980
06	36,480
07	36,980
08	37,480
09	38,230
10	38,980
11	39,730
12	40,480
13	41,230
14	41,980
15	42,980
16	43,980
17	44,980
18	45,980
19	46,980
20	48,080
21	49,180
22	50,280
23	51,380
24	52,480
25	53,980
26	55,480
27	56,980
28	57,180
29	57,380
30	57,580
31	58,180

Masters degree will earn an additional \$2,500 per year
Specialist degree will earn an additional \$5,100 per year
Doctorate degree will earn an additional \$7,800 per year

Base Placement Schedule includes advanced degrees

Instructional Performance Pay Placement Schedule
Salary Schedule 1
(NEW) Effective July 1, 2018

PG	\$ Amount
0	36,000
1	36,000
2	36,250
3	36,500
4	37,000
5	37,500
6	38,000
7	38,500
8	39,000
9	39,750
10	40,500
11	41,250
12	42,000
13	42,750
14	43,500
15	44,500
16	45,500
17	46,500
18	47,500
19	48,500
20	49,600
21	50,700
22	51,800
23	52,900
24	54,000
25	55,500

An Associate Teacher is a full-time employee and will be paid a salary of \$26,000 a year plus benefits.

Masters degree will earn an additional \$2,500 per year
Specialist degree will earn an additional \$5,100 per year
Doctorate degree will earn an additional \$7,800 per year

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

INSTRUCTIONAL EXTRA PAY FOR EXTRA DUTY SCHEDULE

1. Supplements will be based on the current Performance Placement Schedule with the salary for a BA/BS teacher with 0 years of experience as the base.
2. Outline of the duties to be performed to earn a supplement shall be written by the school administrator and signed by the teacher involved and the school administrator. One copy is to remain with the administrator, one with the teacher and another copy filed with the Superintendent's office by October 1 of each school year.
3. No supplement shall be paid when job performance is not in accordance with the agreed outline.
4. Any employee may receive more than one supplement, but not more than three (3) supplements for duties performed and shall be subject to conditions of Item Number 3 of this schedule. Miscellaneous supplements will not count as one of the three.
5. All supplements listed in this schedule are granted only on the basis of one school year.
6. No employee hired for the position contained in this schedule shall be paid less than the percentages indicated.
7. Personnel supplemented for athletics will be paid up to ten percent (10%) of their supplement for participation in post season athletic competition in the following manner: two percent (2%) will be paid for participation in each level of competition.
8. Personnel hired for the position of band director and/or choir director will automatically receive the supplement and will be expected to perform the duties described in order to retain that position.
9. To qualify as a Department Head (Sr./Post Secondary), the department must contain no less than four (4) full-time instructional personnel. Teachers who are assigned to departments with fewer than four full-time instructional personnel shall be given the opportunity to apply for a department head position which may be created by combining two or more departments.
10. To qualify as a Team Leader or Grade Group Chair, the team must contain no less than four (4) full-time instructional personnel. Special area personnel shall be included in grade group teams and shall be given the opportunity to apply for a team leader or grade group chair position. Any teacher, who performs the essential duties of the team leader/grade group chair on a consistent, regular basis, shall receive the supplement regardless of the title given the position.
11. Special area personnel (Art, Music, PE, Media, Guidance, etc.) may be given an opportunity to form a special area group and qualify for a grade group chair. This supplement shall be subject to the facility manager's approval.

12. In sports supplements which are seasonal in nature, the employee will be due full compensation for such. For supplemental employees who separate employment before the end of the school year, supplements will be paid as follows:
 - A. If the supplemented activities have been completed, the employee will receive the entire percentage indicated.
 - B. If the supplemented activities have not been completed, or are of a year-round nature, such supplement shall be paid on the proportion of the job completed.
13. Supplemental positions shall be filled by teachers. In the event that there are no qualified teachers who have applied for the position, the Association and the District shall enter into a Memorandum of Agreement for no more than one year to allow the position to be filled by a non-teacher. Under no circumstances, however, shall the supplement be paid to an administrator.
14. Schools will receive school improvement team supplements based on this formula beginning in school year 2006-2007:

0-799 Students receive four (4) teacher supplements
800-1299 Students receive six (6) teacher supplements
1300+ Students receive eight (8) teacher supplements
15. Beginning in school year 2008-2009 Elementary and Middle schools will receive funding from the District for Department Heads, Team Leaders, or Grade Group Chairs according to this formula:

0-599 Students receive three (3) teacher supplements
600-799 Students receive four (4) teacher supplements
800-1049 Students receive five (5) teacher supplements
1050-1299 Students receive six (6) teacher supplements
1300+ Students receive seven (7) teacher supplements

 Middle schools will receive one additional team leader/department head for their ASPIRE teachers.

SENIOR HIGH SCHOOL	PERCENT
Athletic Director.....	14%
Head Coach – baseball, basketball, soccer, softball, track, volleyball, wrestling.....	10%
Assistant Coaches (same sports as above & football).....	9%
Head Coach-golf, swimming, tennis, rhythmic gymnastics, cross country, weight lifting	6%
Assistant Coach (same sports as above)	4%
Head Coach, Boys/Girls – golf, swimming, tennis, cross country. To be paid this supplement a coach must have a minimum of five (5) boys and five (5) girls participating on each team.....	10%
Band Director	16%
Assistant Band Director.....	9%
Choir Director	8%
Cheerleader Sponsor	7%
Assistant Cheerleader Sponsor.....	6%
Drama Coach	4%
Department Heads with administrative planning period.....	4%

SENIOR HIGH SCHOOL	PERCENT
Department Heads without administrative planning period	6%
Club Sponsors with administrative planning period	2%
Club Sponsors without administrative planning period	3%
Annual Sponsor	4%
Academic Team Coach (one per school)	3%
Newspaper Sponsor.....	4%
MIDDLE SCHOOL	PERCENT
Middle School Athletic Director.....	7%
Middle School Intramural Coach.....	7%
Head Coach – basketball, football, soccer, softball, track, volleyball, wrestling	7%
Head Coach – tennis.....	5%
Head Coach, Boys/Girls – tennis – To be paid this supplement a coach must have a minimum of five (5) boys and girls participating on each team	7%
Assistant Coaches	5%
Band Director	11%
Choir Director	6%
Cheerleader Sponsor	6%
Team Leader/Grade Group Chair.....	6%
Academic Team Coach (one per school)	3%
ELEMENTARY SCHOOL	
Elementary Intramural Coach	6%
Grade Group Chair/Team Leader.....	6%
MISCELLANEOUS	
Resource Teacher.....	6%
Title I School-Wide Plan Coordinator.....	6%
School Psychologist	10%
School Social Worker.....	6%
Bus Duty with additional planning period.....	2%
Bus Duty without additional planning period	3%
Teachers at New Horizons, St. Andrew, Margaret K. Lewis School in Millville and DJJ	5%
School Improvement Team Member	3%
Peer Teacher (with a maximum of 4 teachers to each Peer Teacher) <i>Grant Funded</i>	6%
Teacher serving as: District History Fair Coordinator 6-12, District Middle School Science Fair Coordinator, District High School Science Fair Coordinator	5%
*Teacher with one (1) additional period of teaching/full year (two (2) per department).....	15%
*Teacher with one (1) additional period of teaching/semester (two (2) per department).....	7.5%
*Teacher on Block Schedule with one (1) additional period of teaching/ Full year (two (2) per department).....	20%
*Teacher on Block Schedule with one (1) additional period of teaching/ Semester (two (2) per department).....	10%

**Teachers must be certified for the course they are selected to teach. Positions will be advertised as specified in Article X (10.2) of the contract.*

In accordance with Florida State Statute 1012.22, all individuals hired after July 1, 2011 with an advanced degree in the individual's area of certification will receive payment as indicated on the Placement Schedule for applicable degree as a supplement as this amount will not be included in the individual's base salary.

CONSULTANT FEES FOR INSTRUCTIONAL STAFF EMPLOYEES

\$100.00	per day for individuals without degrees but certified in specific areas of expertise (CPR, First Aid, etc.)
\$150.00	per day of presentations for consultants with degrees and expertise/training in the area(s) of presentation for services which do not occur within the normal 196 days of contracted services.
\$250.00	per day of presentation for workshops lasting five or more days having ten or more participants. Consultants must have a degree and expertise/training in the areas of presentation for services which do not occur within the normal 196 days of contracted services.
\$ 55.00	planning fee may be paid for each day of presentation.

Informational Notes

PART-TIME HOURLY RATE: Teachers employed less than 7 ½ hours per day during the regular school year and teachers employed on additional contracts or for curriculum development projects or special training/staff development projects shall be paid an hourly rate in accordance with their position on the Placement Schedule.

Instructional Personnel Compensation: In accordance with State Statute, beginning July 1, 2014 all instructional personnel must receive an Effective or Highly Effective performance evaluation rating in order to qualify for a salary increase. Such salary increases are not automatic and they are not necessarily a movement from one level on the Placement Schedule to another. Any salary increase will be determined through negotiation and will conform to all applicable Florida Statutes.

BA/BS	is equivalent to a Bachelor's Degree earned at a standard institution of higher learning.
MA/MS	is equivalent to a Master's Degree earned at a standard institution of higher learning.
6 th YR	is equivalent to a Specialist Ed. Degree from a standard institution of higher learning. Those who have completed the course requirements for planned doctoral program and have been approved for their dissertation will be paid at this level.
DOCTORAL	is equivalent to a Doctorate Degree earned at a standard institution of higher learning.

2018-2019 Differentiated Pay For Instructional Staff

Critical Shortage Areas

Autism	Biology
Chemistry	Math 6-12
Reading –Secondary Teachers Only (6-12)	Hearing Impaired
Visually Impaired	ESE Pre-K
Physics	

Categories are added to the Critical Shortage Areas of employment when five (5) or less qualified and certified applicants apply for positions with Bay District Schools (as evidenced by data in the HR Department).

Critical Shortage Incentives

1. Teachers adding an endorsement or certification to their Teacher Certification in a subject area the District has declared a critical shortage (listed above) will receive a one-time bonus of \$1,000 provided they complete a school year (as defined by the Florida retirement system rules) teaching in the critical shortage area and obtain an Effective or higher rating on his/her Instructional Practice and Deliberate Practice. This will not be retroactive for those teachers already having such certification/endorsement.
2. Teachers certified in fields identified by Bay District Schools as critical shortage areas may be paid a one-time new hire bonus of \$5,000 provided they complete a school year (as defined by Florida Retirement System rules), teach in the critical shortage area, and obtain an “Effective” or higher rating on his/her Instructional Practice and Deliberate Practice. Teachers may receive this bonus only one time in any single certification in their teaching career with Bay District Schools.

Endorsements

The District will pay the certification test fees for the addition of ESOL, Gifted, and/or Reading add-on endorsements to the teaching certificate. The payment of these fees is contingent on the availability of grant funds.

Instructional Supplements Paid for Additional Responsibilities

Athletics – Coaching Positions
Extracurricular Sponsors – Band, Drama, Choir, etc.
Department Heads
Grade Group Chair
Team Leader
Academic Team Coach
School Improvement Team Member
Resource Teachers

Level of Job Performance Difficulties

Teachers at “center” schools with high risk of personal injury due to students with a history of aggressive behavior will be paid a supplement: New Horizons, St. Andrew, Margaret K. Lewis School in Millville.

**Memorandum of Understanding
Concerning "Educational Emergency" Provisions of "D" or "F" Schools**

The following is a memorandum of understanding between the Bay District School Board (BDSB) and the Association of Bay County Educators (ABCE) with regard to "Educational Emergency" provisions of s. 1001.42(21), F.S. Provisions of the MOU take effect immediately upon ratification by both parties.

The BDSB and the ABCE acknowledge schools that have been rated by the state as a "D" or an "F" must take necessary steps to improve student achievement in order to move the district out of Educational Emergency Status.

To comply with the requirement that an Educational Emergency exists in Bay District Schools when one or more schools receive a school grade of D or F, the Board and ABCE agree to the following for teachers at schools rated with a school grade of D or F:

- The District and/or External Partner/Operator has the freedom to structure the length of the school day for students and teachers in order to implement new strategies and curriculum to address student learning. This may include extending the instructional load up to 360 minutes per day.
- Upon initial appointment of a new principal, all instructional positions shall be considered vacant and subject to hiring/rehiring at the discretion of the principal. Those instructional staff members who are continuing contract teachers or who may have been renewed by the previous principal prior to school grades being released will be employed within the district.
- The District and/or External Partner/Operator may recruit and hire qualified teachers who meet certification requirements. Vacancies that occur shall be advertised in accordance with the contract, but may be filled after forty eight hours (work days), if an available, certified and qualified applicant is available.
- The principal has the authority to select qualified instructional applicants or to refuse the placement or transfer of instructional personnel. The school average of teachers with a state VAM must at least mirror the district's state VAM average or may exceed HE/E percentages. For those without a state VAM, principals shall hire teachers who received an overall evaluation rating of HE or E in the most recent year available, if such data exists.
- Once a teacher signs a contract at a school rated D or F, he/she shall adhere to the assignment for the duration of that contract year. He/she may not apply, interview, or accept an instructional position within the Bay District Schools for that contracted school year without the principal's permission. After a year of service, a teacher wishing to transfer at the end of the year may apply for any position.
- If at any time, the principal decides the teacher is not to be retained, the teacher, unless they are in probationary status, will be transferred to another position within the district. The Executive Director of HR will work with the teacher to determine the most appropriate placement and every effort will be made to place the teacher in a position for which he or she is certified.

- In the case of an External Operator (E.O.), instructional staff evaluated by the E.O. will use the Bay District Schools evaluation system, unless otherwise directed by D.O.E.
- Teachers shall adhere to the District and/or External Partner/Operator's curricular/instructional expectations including but not limited to:
 - following district curriculum and district pacing guides, district lesson planning protocols (unless otherwise directed by an External Partner/Operator);
 - devoting reasonable time to additional professional development and preparatory time required to achieve and maintain high-quality education. This shall not exceed 32 hours per nine weeks, and shall be approved by the district office. Teachers will also be afforded regular preparatory time during their work day as defined by the ABCE contract. Such preparatory time may include common planning periods. Teachers shall be paid in accordance with the contract for weekend and/or summer PD.
 - participating in academic coaching and improvement cycles including the use of electronic recording devices for the sole purposes of professional development. Teachers shall be given 24 hours' notice prior to the use of the electronic device and each individual teacher shall not be recorded more than three times per nine week grading period, unless the teacher requests additional recordings.
 - participating in announced and unannounced walkthroughs using data collection forms which may be used in teacher evaluations (appropriate and timely written feedback will be provided to teachers);
 - completing home visitations by teachers may be required but shall not be completed in isolation. An SRD, social worker, parent liaison, guidance counselor or administrator, must be in attendance with the teacher. Teachers shall receive training on home visitations before being required to perform such visitations.

Recruitment/Retention Bonuses

- The total amount of recruitment/retention bonuses will not exceed \$500,000.00 annually. This amount does not include Turnaround Years 3 or more.
- For the purpose of the recruitment/retention bonus, the term "teacher" is defined as all personnel paid on the Instructional Salary Schedule.

Turnaround Years 1 and 2:

- Teachers selected to work at a school in Years 1 and 2 of Turnaround will receive a uniform bonus of up to \$5,000.00. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a pro-rated amount. Payment of the bonus shall begin with the second pay check after the FTE mini count.
- When the school grade increases to "C" or better, the school exits Turnaround Status. At the recommendation of the Superintendent and the approval of the Board, a recruitment/retention bonus in the amount of up to

\$5,000.00 may be paid to instructional staff for the year following the D or F school grade rating. This applies to returning instructional staff and newly recruited instructional staff. Bonus payments will begin within two pay periods of the release and finalization of school grades and pro-rated accordingly for late hires.

- Appendix F will sunset on June 30, 2018, and all bonuses to be awarded will follow this newly established criteria. Beginning July 1, 2018, this MOU will become Appendix F in the contract.

Turnaround Years 3 or more:

- Teachers selected to work at a school in Year 3 of Turnaround will receive a uniform bonus of an amount to be negotiated between the District, ABCE and the External Partner/Operator, but will not be less than \$5,000.00. The full amount of the bonus will be paid for teachers who work the full school year and those who work less than the full school year will receive a pro-rated amount. Payment of the bonus shall begin with the second pay check after the FTE mini count.
- When the school grade increases to "C" or better, the school exits Turnaround Status. At the recommendation of the Superintendent and the approval of the Board, a recruitment/retention bonus may be negotiated between the District and the External Partner/Operator for the year following the D or F school grade rating. This applies to returning instructional staff and newly recruited instructional staff. Bonus payments will begin within two pay periods of the release and finalization of school grades and pro-rated accordingly for late hires.
- Appendix F will sunset on June 30, 2018, and all bonuses to be awarded will follow this newly established criteria. Beginning July 1, 2018, this MOU will become Appendix F in the contract.

No teacher shall be involuntarily transferred to a school under the provisions of Educational Emergency.

All teachers who are hired under the provisions of this memorandum shall be given a contract outlining their duties and potential bonuses. Duties and bonuses shall be consistent with this MOU. The teacher and hiring administrator must sign this document upon hiring for the teacher to remain at the location.

BEACON

Teachers employed as Beacon Center Course Facilitators that involve online mentoring will be paid for each assessment for which they have responded and provided feedback. The facilitator working in this capacity would be working outside of the contracted day, must be approved in advance by a project administrator, and would provide appropriate documentation. The funding for this payment would be provided exclusively from the Beacon Learning Center Enterprise Fund dba Beacon Educator. No funding from any other district funding source shall be used to fund this supplement.

Assessments shall be paid per the following schedule.

- Level 1 courses \$2.00 per assessment
- Level 2 courses \$6.50 per assessment
- Level 3 courses \$16.50 per assessment
- Level 4 courses \$33.00 per assessment
- Level 5 courses \$12.00 per assessment

Teachers employed as Adjunct Online Instructors for Bay Virtual School that involves online student facilitation for grades 6-12 will be paid as identified according to the following schedule. The funding for this payment would be provided exclusively from the Virtual School budget.

Course Type	Payment Amount
AM	\$140 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
BM	\$150 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
CM	\$160 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
DM	\$170 per one half credit course per student for grades 6 through 8 based on successful completion with a passing grade.
AH	\$140 per one half credit course per student for grades 9 through 12 based on credits earned.
BH	\$150 per one half credit course per student for grades 9 through 12 based on credits earned.
CH	\$160 per one half credit course per student for grades 9 through 12 based on credits earned.
DH	\$170 per one half credit course per student for grades 9 through 12 based on credits earned.

INSTRUCTIONAL SUBSTITUTES

Daily Instructional Substitute Pay

Instructional substitutes are required to have a minimum of a high school diploma. Rate of pay will be \$10.00 per hour.

Instructional substitutes with a Master's Degree will be paid \$12.00 per hour.

On-Call Instructional Substitute Pay

On-Call instructional substitutes as designated by the Human Resources Department will be paid \$14.28 per hour.

Instructional Aviation Substitute Pay

Instructional Aviation Substitutes for Haney Technical Center will be paid \$22.50 per hour. This substitute classification requires the substitute to be Federal Aviation Administration qualified and certified.

Pre-Conditional and Conditional Substitute Pay

Pre-Conditional and Conditional Substitutes will be paid \$22.50 per hour. This substitute classification requires the substitute to complete and sign an agreement issued by the Human Resources Department. Individuals in this classification are working towards certification by the Florida Department of Education and are filling a vacant instructional position on a full-time basis.

LICENSED PERSONNEL

LICENSED PERSONNEL

- A. Licensed salaries are paid according to the highest level of training and approved experience using Placement Schedule "5".
- B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions.
- C. Full-time Licensed individuals receive the following paid holidays:

Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 24, 2018	Monday, January 21, 2019
- D. The Board shall provide full-time Licensed Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- F. Licensed Personnel who are employed for a ten (10) month period or one hundred ninety-six (196) days, will receive payments processed over a twenty (20) check payment cycle.
- G. Positions for Contract Salary Licensed Personnel will be established for eight (8) working hours per day. Positions for Hourly Licensed Personnel can be established at varying hours per day based upon position requirements.

All Licensed Personnel working six (6) or more hours a day shall be provided an unpaid, duty free meal period of no less than thirty (30) minutes.
- H. Licensed Personnel will be paid \$65.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- I. Employees do not receive an automatic step on a Placement Schedule for pay increase.
- J. Salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to licensed personnel receiving an evaluation of Highly Effective or Effective.
- K. Employees on Placement Schedule "5" are on annual contract.

**2018-2019 CLASSIFICATION AND PAYGRADES
FOR LICENSED PERSONNEL**
(Refer to Placement Schedule 5)

LICENSED PERSONNEL	PAYGRADE
School Psychologist	7M
Speech Language Therapist/Masters	7M
Occupational Therapist	7
Occupational Therapist/Masters Degree	7M
Physical Therapist	7
Physical Therapist/Masters Degree	7M
Audiologist/Masters	7M
Behavior Analyst.....	7
Behavior Analyst/Masters Degree.....	7M
Supervisory Nurse.....	4
Supervisory Nurse/Masters Degree.....	4M
Registered Nurse/Associates Degree.....	3
Registered Nurse/Bachelors Degree.....	3B
Registered Nurse/Masters Degree	3M
Physical Therapy Assistant	2
Certified Occupational Therapy Assistant.....	2
Social Worker/Masters Degree w/License in Florida	7

NON-LICENSED PERSONNEL

Social Worker/Masters Degree w/MSW	6
Social Worker/Bachelors Degree w/BSW	5

Educational Interpreter for Hearing Impaired

National Registry of Interpreters for the Deaf Certification, Educational Interpreter Performance Assessment (EIPA) Score of 4.0 or above.....	LH5
Educational Interpreter Evaluation, Quality Assurance	
(QA) III, or EIPA Score of 3.0 – 3.9.....	LH4
(QA) II, or EIPA Score of 2.5 – 2.9	LH3
(QA) I, or EIPA Score of 2.0 – 2.4	LH2
No Certification or Qualifying Credentials	LH1

NOTES:

Licensed personnel, upon the recommendation of their supervisor, may be granted up to the maximum number of years allowed on the pay schedule. These years of experience must be approved by the Human Resources Department and recommended by the Superintendent.

A therapist designated as the coordinating therapist will receive a supplement equal to the supplement paid to resource teachers.

Educational Interpreter for the Hearing Impaired designated as the Coordinating Educational Interpreter will receive a supplement of \$1,500.00.

Educational Interpreter for Hearing Impaired are annual contract employees and are employed student days only.

Placement Schedule 5

Licensed Personnel

Effective: July 1, 2013

Salaried Positions		Hourly Positions (Interpreters)																										
PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25		
L01	26,020	26,020	26,020	26,020	26,020	26,127	26,135	26,226	26,684	27,375	28,067	28,739	29,429	30,120	30,793	31,484	32,175	32,847	33,539	34,231	34,902	35,593	36,285	36,959	37,648	37,557		
L02	27,382	27,382	27,382	27,382	27,382	27,382	27,382	27,490	27,497	27,589	28,126	28,878	29,632	30,385	31,138	31,890	32,641	33,395	34,129	34,901	35,654	36,406	37,158	37,932	38,665	39,418	40,170	40,179
L03	31,025	31,025	31,025	31,025	31,025	31,025	31,025	31,133	31,140	31,230	31,793	32,541	33,272	34,026	34,778	35,553	36,305	37,038	37,790	38,541	39,315	40,069	40,802	41,554	42,305	43,079	43,831	43,843
L3B	34,128	34,128	34,128	34,128	34,128	34,128	34,128	34,246	34,254	34,353	34,968	35,795	36,599	37,229	38,256	39,108	39,936	40,742	41,569	42,395	43,247	44,076	44,882	45,709	46,536	47,387	48,214	48,227
L3M	36,628	36,628	36,628	36,628	36,628	36,628	36,628	36,754	36,754	36,853	37,458	38,295	39,099	39,922	40,756	41,608	42,436	43,242	44,069	44,895	45,747	46,576	47,382	48,209	49,036	49,887	50,714	50,727
L04	34,687	34,687	34,687	34,687	34,687	34,687	34,687	34,795	34,802	34,892	35,431	36,162	36,935	37,588	38,441	39,193	39,926	40,699	41,452	42,205	42,938	43,589	44,461	45,216	45,969	46,722	47,475	47,483
L4M	37,187	37,187	37,187	37,187	37,187	37,187	37,187	37,295	37,302	37,392	37,931	38,662	39,435	40,188	40,941	41,693	42,426	43,199	45,952	44,705	45,458	46,188	46,961	47,716	48,469	49,222	49,975	49,983
L05	38,328	38,328	38,328	38,328	38,328	38,328	38,328	38,443	38,443	38,534	39,071	39,823	40,578	41,331	42,104	42,835	43,588	44,340	45,095	45,865	46,599	47,352	48,105	48,858	49,629	50,383	51,115	51,125
L06	41,970	41,970	41,970	41,970	41,970	41,970	41,970	42,077	42,084	42,174	42,713	43,487	44,239	44,993	45,775	46,477	47,251	48,002	48,756	49,488	50,241	51,014	51,767	52,520	53,271	54,004	54,777	54,786
L07	57,431	57,431	57,431	57,431	57,431	57,431	57,431	57,538	57,545	57,638	58,053	58,704	59,336	60,006	60,659	61,331	62,000	62,670	63,362	64,075	64,768	65,479	66,924	67,655	68,387	69,139	69,150	
L7M	59,931	59,931	59,931	59,931	59,931	59,931	59,931	60,046	60,138	60,533	61,204	61,836	62,506	63,159	63,831	64,500	65,170	65,862	66,575	67,268	67,973	68,712	69,424	70,155	70,887	71,639	71,650	

ADMINISTRATIVE/ SUPERVISORY PERSONNEL

ADMINISTRATIVE/SUPERVISORY PERSONNEL

- A. All full-time Administrative/Supervisory employees employed for 12 months will be paid an annual salary commensurate with experience, classification and paygrade, using Placement Schedule 2.
- B. All full time Administrative/Supervisory employees employed for 12 months receive the following paid holidays:

Wednesday, July 4, 2018	Monday, December 24, 2018
Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 22, 2018	Monday, January 21, 2019
Friday, November 23, 2018	Monday, May 27, 2019
- C. All personnel on a 12 month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- D. As part of a cost saving measure to conserve energy, all facilities will be closed and all twelve month employees will be off for four weeks. The four weeks are:
 - July 2-6, 2018
 - December 24, 2018 – January 4, 2019
 - March 18-22, 2019
- E. Administrative/Supervisory Certificated employees holding a specialist's degree will be paid a supplement of \$1,382. Those certificated employees holding a doctorate degree will be paid a supplement of \$2,764.
- F. The Board shall provide Administrative/Supervisory Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- G. In special circumstances and with the approval of the School Board, the Superintendent may appoint additional members to the Board's collective bargaining team.
- H. Interim or Acting Administrators will be paid at the appropriate paygrade.
- I. Individuals assigned to paygrade 00 may be paid on an hourly basis. The hourly rate will be calculated by dividing the appropriate paygrade

and experience level by the total annual hours required for the full-time positions.

- J. Instructional Specialists will be paid \$65.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- K. Instructional Specialist
 - 1. Employed 196 days annually.
 - 2. Paid monthly in 11 equal payments.
- L. Employees do not receive an automatic step on a Placement Schedule for pay increase.
- M. Administrative salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to administrators receiving an evaluation of Highly Effective or Effective.

**2018-2019 CLASSIFICATION AND PAYGRADES
FOR ADMINISTRATIVE/SUPERVISORY PERSONNEL**
(Refer to Placement Schedule 2)

CERTIFIED PERSONNEL	PAYGRADE
Deputy Superintendent	48
Assistant Superintendent for Teaching and Learning Services	45
Executive Director	43
Director	39
Project Director, Beacon Learning Center	37
Supervisor	37
Coordinator	35
Content Development Leader for Beacon.....	35
Projects Coordinator for Beacon	35
Program Specialist	28
Administrator on Special Assignment	TBD*
Instructional Specialist.....	A/6-7
Instructional Specialist with a Bachelor's Degree	A6
Instructional Specialist with a Master's Degree	A7

NON-CERTIFICATED PERSONNEL

Executive Director for Business Support Services (CFO)	43
General Manager of Purchasing, Contracting and Materials Management....	42
Director of Management Information Systems	39
Director of Facilities.....	39
Director of Transportation	39
Director of Communications	39
Manager of Financial Services	29
Insurance & Risk Manager.....	39
Supervisor of Maintenance	37
Chief Community Relations Officer for Tom P. Haney Technical Center. . .	36
Budget & Business Services Manager.....	29
Food Service Program Specialist	28
Payroll Officer.....	25
Purchasing Agent.....	22
Transportation Operations Supervisor.....	20
District Safety, Security, and Police Chief.....	19
Stadium Manager.....	19
Finance Officer.....	18
Fleet Manager (Transportation).....	15
Public Relations Specialist	15
Logistics Support Supervisor	11
Internal Accounts Auditor.....	11
District Safety, Security, and Assistant Police Chief	11
Assistant Finance Officer	9
Assistant Payroll Officer	9
Property Records Manager	9
Assistant Purchasing Agent	9
Warehouse Manager.....	9
Carpenter Shop Supervisor	7

**TBD – To Be Determined*

NON-CERTIFICATED PERSONNEL (Continued)	PAYGRADE
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HVAC Shop Supervisor.....	7
Plumbing/Heating Shop Supervisor	7
Electrical Shop Supervisor.....	7
Route Manager	5
Material Controller/Fleet Manager (Maintenance)	5
Bay Base Site Manager	00

SCHOOL-BASED INSTRUCTIONAL ADMINISTRATIVE PERSONNEL

- A. All full-time School-Based Instructional Administrative Personnel will be paid an annual salary commensurate with experience, classification and paygrade, using Placement Schedule 2.
- B. All full time School-Based Instructional Administrative Personnel employed for 12 months receive the following paid holidays:

Wednesday, July 4, 2018	Monday, December 24, 2018
Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 22, 2018	Monday, January 21, 2019
Friday, November 23, 2018	Monday, May 27, 2019
- C. All personnel on a 12 month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- D. As part of a cost saving measure to conserve energy, all facilities will be closed and all twelve month employees will be off for four weeks. The four weeks are:
 - July 2-6, 2018
 - December 24, 2018 – January 4, 2019
 - March 18-22, 2019
- E. Administrative/Supervisory Certificated employees holding a specialist's degree will be paid a supplement of \$1,382. Those certificated employees holding a doctorate degree will be paid a supplement of \$2,764.
- F. The Board shall provide full-time School-Based Instructional Administrative Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- G. Principals and Assistant Principals are employed for 12 months.
- H. Assistant Administrators
 1. Employed 196 days annually
 2. Paid monthly in 11 equal payments

- 3. Teaching experience will be counted toward years of experience on the paygrade for this position. If moved into Assistant Principal or district-level administrative positions, teaching experience will not be considered.
- 4. Years of experience spent as Assistant Administrator will be counted as years of administrative experience for pay purposes on Placement Schedule 2.
- 5. If an Assistant Administrator holds a bachelor's degree instead of a master's degree, they will be paid on Placement Schedule 2, paygrade 4.

- I. Assistant Administrators will be paid \$65.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- J. Individuals assigned to paygrade 0 may be paid on an hourly basis. The hourly rate will be calculated by dividing the appropriate paygrade and experience level by the total annual hours required for the full time positions.
- K. Interim or Acting School-Based Administrators will be paid at the appropriate paygrade.
- L. Employees do not receive an automatic step on a Placement Schedule for pay increase.
- M. Administrative salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to administrators receiving an evaluation of Highly Effective or Effective (conform to all applicable Florida Statutes).

ADMINISTRATIVE ALLOCATIONS – Per Staffing Formula

Elementary Schools

- 1 Assistant Principal (12 month) (As of 2009-2010, current "Grandfathered in")
- 1 Assistant Administrator (10 month) (Beginning with 2010-2011 School Year)

K through 8 School

- 1 Principal
- 2 Assistant Principal
- 1 Assistant Administrator (10 month)

Pre-K through 12 School

2 Assistant Principal (12 month)	
1 Assistant Administrator (10 month) for enrollment	0-900
2 Assistant Administrators (10 month) for enrollment	901-1200
3 Assistant Administrators (10 month) for enrollment	1201-1500
4 Assistant Administrators (10 month) for enrollment	1501+

Middle Schools

1 Assistant Principal (12 month)	
1 Assistant Administrator (10 month) for enrollment	0-750
2 Assistant Administrators (10 month) for enrollment	751-1000

3 Assistant Administrators (10 month) for enrollment 1001-1300

High Schools

2 Assistant Principals (12 month)	
1 Assistant Administrator (10 month) for enrollment	0-900
2 Assistant Administrators (10 month) for enrollment	901-1499
3 Assistant Administrators (10 month) for enrollment	1500-1799
4 Assistant Administrators (10 month) for enrollment	1800+

Rosenwald High School

1 Assistant Principal (12 month)

C. C. Washington

1 Assistant Principal (12 month)

Haney (funded through Workforce)

1 Assistant Director or Assistant Principal	
1 Assistant Director	
2 Assistant Administrators (11 month)	Funded thru Workforce

New Horizons

1 Assistant Principal (12 month)

Margaret K. Lewis School in Millville

1 Assistant Principal (12 month)

St. Andrew School

1 Assistant Administrator (10 month)

**2018-2019 CLASSIFICATION AND PAYGRADES
FOR SCHOOL-BASED ADMINISTRATIVE PERSONNEL**
(Refer to Placement Schedule 2)

CERTIFIED PERSONNEL	PAYGRADE
Principal of High Schools & Bozeman	44
Principal/Director of Haney Technical Center.....	44
Principal of Middle Schools, New Horizons, Margaret K. Lewis in Millville, Rosenwald High School & Breakfast Point Academy	42
Principal of C. C. Washington.....	39
Principal of Elementary Schools	39
Assistant Principal of High Schools, Bozeman,.....	36
Assistant Director for Haney/Workforce Education	36
Assistant Principal of Middle Schools, Rosenwald, Breakfast Point Academy, & New Horizons	34
Head Football Coach/Athletic Director.....	34
Head Football Coach.....	32
Assistant Principal of Margaret K. Lewis in Millville.....	30
Assistant Principal of Elementary Schools.....	28
Assistant Administrator.....	A7
Administrator on Special Assignment.....	TBD*
Turnaround Principal – Lateral Transfer.....	TBD*

**TBD – To Be Determined*

SALARIED ADMINISTRATIVE, NON-SUPERVISORY & TECHNICAL PERSONNEL

- A. All full-time Salaried Administrative, Non-Supervisory & Technical personnel employed for 12 months will be paid on annual salary commensurate with experience, classification and paygrade using Placement Schedule 2.
- B. All full time Salaried Administrative, Non-Supervisory & Technical employees employed for 12 months receive the following paid holidays:

Wednesday, July 4, 2018	Monday, December 24, 2018
Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 22, 2018	Monday, January 21, 2019
Friday, November 23, 2018	Monday, May 27, 2019

- C. All personnel on a 12 month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

- D. As part of a cost saving measure to conserve energy, all facilities will be closed and all twelve month employees will be off for four weeks. The four weeks are:

July 2-6, 2018
December 24, 2018 – January 4, 2019
March 18-22, 2019

- E. The Board shall provide Salaried Administrative, Non-Supervisory & Technical Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- F. Employees do not receive an automatic step on a Placement schedule for pay increase.

G. Administrative salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to administrators receiving an evaluation of Highly Effective or Effective.

2018-2019 CLASSIFICATION AND PAYGRADES
SALARIED ADMINISTRATIVE, NON-SUPERVISORY
& TECHNICAL PERSONNEL
(See Placement Schedule 2)

	PAYGRADE
Project Supervisor/Technology and eLearning	39
Project Manager/Programming Systems	32
Project Manager/Building Code Inspector/Plans Examiner	30
Project Manager/Building Official	30
Property Manager	30
Supervisor of Security Management/Network Operations	30
Project Manager	28
Senior Systems Administrator	28
Web Database Manager	28
System Consultant I	28
System Consultant II	26
System Consultant III	18
Certification/Compliance HR Administrator	20
Installation and Maintenance Manager	18
Project Manager/IT Support Services	18
Project Manager/Network Operations	18
Energy & Conservation Manager	17
Budget Analyst	15
Webmaster	14
Lead Program Manager for Online Learning	13
System Analyst	12
Data Specialist	12
Instructional Network Specialist	11
Claims Investigator	10
Capital Projects Contracts Manager	9
Contracts Manager/Inspector	9
Program Manager for Online Learning	9
Instructional Network Technician	6
System Support Specialist	6
Food Service System Support Specialist	6
User Support Analyst	6
Sales and Marketing Assistant for Beacon Learning Center	2
Enterprise Office Manager for Beacon Learning Center	1
Web Technician	1
Safety Officer/Trainer	1

10 Month Employees on Placement Schedule 2

ITV Technology Manager	A6
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Part Time Employees on Placement Schedule 2

Fine Arts Operations Coordinator	22
(Position will always be paid at level zero in regards to experience.)	
Live Events Technical Operations Coordinator	22
(Position will always be paid at level zero in regards to experience.)	

2018-2019 DIFFERENTIATED PAY FOR ADMINISTRATORS

High Risk of Personal Injury

Principals, Assistant Principals and Assistant Administrators at schools with high risk of personal injury due to students with a history of aggressive behavior will receive an annual supplement of \$3,150 if they are assigned to:

Margaret K. Lewis School in Millville, St. Andrew, and New Horizons Learning Center

Evaluation Rating

School-based instructional administrators' annual evaluation will include a student growth component. School-based instructional administrators are Principals, Assistant Principals, Assistant Administrators, and the Assistant Director and Director of Haney Technical Center.

Pay increases for administrative personnel will be based upon individuals' final evaluation ratings and will be differentiated between Highly Effective and Effective.

District Bargaining Team

An annual supplement shall be paid to those approved by the Board as designated negotiators as follows:

For negotiating a full year contract:

Chairman	\$2,000
Members (6)	\$1,300

For negotiating a partial contract:

Chairman	\$1,500
Members (6)	\$900

**DIFFERENTIATED PAY FOR BAY DISTRICT SCHOOL-BASED PRINCIPALS,
ASSISTANT PRINCIPALS, AND/OR ASSISTANT ADMINISTRATORS
LEADING SCHOOLS THAT HAVE BEEN RATED BY THE FLDOE AS A "D" OR AN
"F" AND ARE OPERATING IN TURNAROUND STATUS AS DEFINED BY THE
FLDOE**

- In order to better assist schools in Turnaround Status as defined by the Florida Department of Education, the Superintendent may assign a one-time supplement of up to \$10,000.00 (paid throughout the school year) to principals and up to \$5,000.00 (paid throughout the school year) to assistant principals and/or assistant administrators ***recommended by the Superintendent to transfer and lead schools in Turnaround Status.***
- Principals, assistant principals, and/or assistant administrators who ***previously transferred or are currently assigned to a school in Turnaround Status*** may be assigned a supplement by the Superintendent of up to \$5,000.00 for the principal and up to \$2,500.00 for the assistant principal and/or assistant administrator.
- When the school grade increases to "C" or better, the school exits Turnaround Status. ***At the recommendation of the Superintendent and the approval of the Board, a recruitment/retention bonus*** in the amount of up to \$5,000.00 for the principal and up to \$2,500.00 for the assistant principal and/or assistant administrator may be paid for the year following the D or F school grade rating.

School-based principals, assistant principals, and/or assistant administrators are only eligible to receive one (1) Turnaround Status supplement per year and eligibility will be evaluated on a yearly basis.

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
A6	38,034	38,434	38,834	39,234	39,634	40,034	40,674	41,314	41,954	42,594	43,234	44,034	44,834	45,634	46,434	47,394	48,354	49,314	50,274	51,234	52,194	53,154	54,114	55,074	56,034	56,994	
A7	39,485	39,885	40,285	40,685	41,085	41,485	42,125	42,765	43,405	44,045	44,685	45,425	46,285	47,085	47,885	48,685	49,605	51,565	52,525	53,485	54,445	55,405	56,365	57,325	58,285		
CA	33,054	33,454	33,854	34,254	34,654	35,054	35,694	36,334	36,974	37,614	38,254	39,054	39,854	40,654	41,454	42,254	43,214	44,174	45,134	46,094	47,054	48,014	48,974	49,934	50,894	51,854	
DO	24,213	24,613	25,013	25,413	25,813	26,213	26,613	27,013	27,493	28,133	28,773	29,413	30,013	31,813	32,613	33,413	34,373	35,333	36,293	37,253	38,213	39,173	40,133	41,093	42,053	43,013	
01	33,244	33,644	34,044	34,444	34,844	35,244	35,884	36,484	37,164	37,764	38,444	39,144	40,044	40,844	41,644	42,444	43,404	44,364	45,324	46,284	47,244	48,204	49,164	50,124	51,084	52,044	
02	34,172	34,572	34,972	35,372	35,772	36,172	36,512	37,452	38,092	38,732	39,372	40,172	41,772	42,572	43,372	44,272	45,272	46,252	47,212	48,172	49,132	50,092	51,052	52,012	52,972		
03	35,093	35,493	35,893	36,293	36,693	37,093	37,733	38,373	39,073	39,653	40,293	41,093	41,893	42,693	43,493	44,293	45,253	46,213	47,173	48,133	49,093	50,053	51,013	51,973	52,933		
04	36,739	37,139	37,539	37,939	38,339	38,739	39,379	40,079	40,659	41,299	41,939	42,739	43,539	44,339	45,139	45,939	46,899	47,859	48,819	49,779	50,739	51,699	52,659	53,619	54,579	55,539	
05	36,934	37,334	37,734	38,134	38,534	38,934	39,574	40,214	40,854	41,494	42,134	42,934	43,734	44,534	45,334	46,134	47,094	48,054	49,014	49,974	50,934	51,894	52,854	53,814	54,774	55,734	
06	37,861	38,261	38,661	39,061	39,461	39,861	40,501	41,141	41,781	42,421	43,061	43,861	44,561	45,461	46,261	47,061	48,071	48,981	49,941	50,901	51,861	52,821	53,781	54,741	55,701	56,661	
07	38,782	39,182	39,582	39,982	40,382	40,782	41,382	41,982	42,682	43,282	43,882	44,482	45,082	45,682	46,382	47,182	47,782	48,382	49,902	50,862	51,822	52,782	53,742	54,702	55,662	56,622	
08	39,703	40,103	40,503	41,003	41,303	41,703	42,303	42,903	43,503	44,103	44,703	45,303	45,903	46,503	47,303	48,303	49,803	50,803	51,783	52,743	53,703	54,663	55,623	56,583	57,543	58,503	
09	40,627	41,027	41,427	41,827	42,227	42,627	43,227	43,827	44,427	45,027	45,627	46,227	46,827	47,427	48,227	49,027	49,827	51,747	52,707	53,667	54,627	55,587	56,547	57,507	58,467	59,427	
10	41,547	41,947	42,347	42,747	43,147	43,547	44,187	44,827	45,467	46,107	46,747	47,347	48,147	49,747	50,447	51,707	52,667	53,527	54,387	55,347	56,307	57,267	58,227	59,187	60,307		
11	42,467	42,867	43,267	43,667	44,067	44,467	44,867	45,107	45,467	45,707	45,867	46,107	46,467	46,867	47,107	47,667	48,167	49,167	50,867	51,667	52,627	53,587	54,547	55,507	56,467		
12	43,388	43,788	44,188	44,588	44,988	45,388	45,988	46,388	46,988	47,308	47,948	48,588	49,388	50,188	50,988	51,788	52,588	53,388	54,348	55,308	56,268	57,228	58,188	59,148	60,108		
13	44,313	44,713	45,113	45,513	45,913	46,313	46,913	47,513	48,113	48,713	49,313	50,113	51,913	52,713	53,513	54,313	55,113	55,913	56,713	57,513	58,313	59,273	60,233	61,193	62,153	63,113	
14	45,238	45,638	46,038	46,438	46,838	47,238	47,838	48,438	49,038	49,638	50,238	50,838	51,438	51,238	51,838	52,438	53,038	53,638	54,438	55,398	56,358	57,318	58,278	59,238	60,198	61,158	62,118
15	46,160	46,560	46,960	47,360	47,760	48,160	48,560	49,160	49,760	50,360	50,960	51,560	52,160	52,760	53,360	53,960	54,560	55,160	55,760	56,360	56,960	57,560	58,160	59,220	60,180	61,140	
16	47,086	47,486	47,886	48,286	48,686	49,086	49,726	50,386	51,086	51,646	52,286	53,086	53,646	54,286	54,946	55,646	56,286	56,946	57,646	58,246	58,846	59,446	59,846	60,446	61,046	61,646	62,246
17	48,007	48,407	48,807	49,207	49,607	50,007	50,607	51,207	51,807	52,407	53,007	53,607	54,207	54,807	55,407	56,007	56,607	57,207	58,167	59,127	60,087	61,047	62,007	63,967	64,927	65,887	66,847
18	49,928	49,328	49,728	50,128	50,528	50,928	51,528	52,128	52,728	53,328	54,128	54,728	55,328	56,128	56,728	57,328	58,128	58,728	59,328	59,928	60,528	61,128	61,728	62,328	62,928	63,528	64,128
19	49,849	50,249	50,649	51,049	51,449	51,849	52,449	53,049	53,649	54,249	54,849	55,449	56,049	56,649	57,249	57,849	58,449	59,049	59,649	60,249	60,849	61,449	62,049	62,649	63,249	63,849	64,449
20	50,767	51,167	51,567	51,967	52,367	52,767	53,167	53,567	54,167	54,767	55,167	55,767	56,167	56,767	57,167	57,767	58,167	58,767	59,167	59,767	60,167	60,767	61,167	61,767	62,167	62,767	
21	51,688	52,088	52,488	52,888	53,288	53,688	54,288	54,888	55,488	56,088	56,688	57,288	57,888	58,488	59,088	59,688	60,288	60,888	61,488	62,088	62,688	63,288	63,888	64,488	65,088	65,688	
22	52,612	53,012	53,412	53,812	54,212	54,612	55,012	55,412	55,812	56,212	56,612	57,212	57,812	58,212	58,812	59,412	59,812	60,412	61,012	61,612	62,212	62,812	63,412	64,012	64,612	65,212	65,812
23	53,537	53,937	54,337	54,737	55,137	55,537	55,937	56,337	56,737	57,137	57,537	58,137	58,537	59,137	59,537	59,937	60,337	61,337	61,937	62,337	62,937	63,337	63,937	64,337	64,937	65,337	
24	54,457	54,857	55,257	55,657	56,057	56,457	56,857	57,257	57,657	58,057	58,457	58,857	59,257	59,657	59,857	59,957	60,457	61,757	62,857	63,857	64,157	65,557	66,557	67,557	68,557	69,557	
25	55,381	55,781	56,181	56,581	56,981	57,381	57,981	58,381	59,381	59,981	60,381	61,381	61,981	62,381	62,981	63,381	63,981	64,381	64,981	65,381	65,981	66,381	66,981	67,381	67,981	68,381	68,981
26	56,302	56,702	57,102	57,502	57,902	58,302	58,702	59,302	59,702	60,302	60,702	61,302	61,702	62,302	62,702	63,302	63,702	64,302	64,702	65,302	65,702	66,302	66,702	67,302	67,702	68,302	68,702
27	57,228	57,628	58,028	58,428	58,828	59,228	59,628	60,228	60,628	61,228	61,628	62,228	62,628	63,228	63,628	64,228	64,628	65,228	65,628	66,228	66,628	67,228	67,628	68,228	68,628	69,228	69,628
28	58,148	58,548	58,948	59,348	59,748	60,148	60,548	61,148	61,748	62,148	62,748	63,148	63,748	64,148	64,748	65,148	65,748	66,148	66,748	67,148	67,748	68,148	68,748	69,148	69,748	70,148	70,748
29	59,070	59,470	59,870	60,270	60,670	61,070	61,470	61,870	62,270	62,670	63,070	63,470	63,870	64,270	64,670	65,070	65,470	66,070	67,470	67,870	68,270	68,670	69,070	69,470	69,870	70,270	70,670
30	59,996	60,396	60,796	61,196	61,596	61,996	62,396	62,796	63,196	63,596	63,996	64,396	64,796	65,196	65,596	65,996	66,396	66,796	67,196	67,596	67,996	68,396	68,796	69,196	69,596	69,996	70,396
31	60,916	61,316	61,716	62,116	62,516	62,916	63,516	64,116	64,516	64,916	65,116	66,116	67,116	68,116	69,116	70,116	71,116	72,116	73,116	74,116	75,116	76,116	77,116	78,116	79,116	80,116	81,116
32	61,840	62,240	62,640	63,040	63,440	63,840	64,440	65,040	65,440	66,040	67,040	67,840	68,040	68,640	69,040												

The new Placement Schedule 2 will be used for all administrators paid from Schedule 2 and hired July 1, 2017 or after. Administrators hired before 7/1/2017 will not be affected by the new schedule.

A current 12 month administrator moving to another 12 month administrative position with a higher pay grade on Placement Schedule 2 will have their current salary increased an amount equal to the difference between the current pay grade and the new pay grade at the 0 level.

The Administrative Placement Schedule 2 will be used to determine an employee's beginning salary for the following situations:

- An administrator being hired from outside the District
- An employee that is currently being paid from another Salary Schedule
- An employee that is changing from a 10 month pay grade within the administrative schedule
- A current 12 month administrator moving to another 12 month position with a lesser pay grade on Placement Schedule 2

EDUCATIONAL SUPPORT PERSONNEL

EDUCATIONAL SUPPORT PERSONNEL

- A. All educational support employees are paid an hourly rate according to the employee's paygrade and years experience using Placement Schedule 3 & 3A.
- B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. Less than full-time employees are classified in School Board Policy 5.101. A temporary position is an employment position which will not exist beyond six (6) consecutive calendar months. A position which exists for any part of a month is considered to be in existence for the entire month. Substitute employees render temporary non-contractual service on an on-call basis.
- C. All full-time educational support personnel employed for less than 52 weeks are entitled to insurance and the following holidays.

Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 24, 2018	Monday, January 21, 2019

Personnel employed for six (6) hours or more daily for 52 weeks are entitled to insurance, leave benefits and the following paid holidays:

Wednesday, July 4, 2018	Monday, December 24, 2018
Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 22, 2018	Monday, January 21, 2019
Friday, November 23, 2018	Monday, May 27, 2019

- D. As part of a cost saving measure to conserve energy, all facilities will be closed and all twelve month employees will be off for four weeks. The four weeks are:
 - July 2-6, 2018
 - December 24, 2018 – January 4, 2019
 - March 18-22, 2019

- E. All personnel on a 12 month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly	0-4 year employees
6 hours monthly	5-9 year employees
8 hours monthly	10-14 year employees
10 hours monthly	15 years and up employees

Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

- F. Refer to the School Board Policies and the Bay Educational Support Personnel Association Master Contract for terms and conditions of employment related to educational support personnel.

- G. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.
- H. Insurance benefits for Educational Support are detailed in the Master Contract.
- I. Support Personnel will be paid \$60.00 per day for participation (outside of normal contract period) in workshops and/or special curriculum development projects. (Rate is based upon a six (6) hour day.)
- J. Employees do not receive an automatic step on a Placement Schedule for pay increase. Beginning July 1, 2014, all employees must receive an overall evaluation rating of "Highly Effective" or "Effective" in order to qualify for a salary increase. Such increases are not automatic but will be determined through negotiations.

**2018-2019 CLASSIFICATION AND PAYGRADES FOR
EDUCATIONAL SUPPORT PERSONNEL**

(Hourly Employees Refer to Placement Schedule 3)
(Annual Salaried Employees Refer to Placement Schedule 3A)

GENERAL CLERICAL **PAYGRADE**

Clerk III.....	3
Clerk II.....	6
Clerk I	8
Office Clerk II.....	14
Office Clerk I	16
Instructional Specialist Assistant.....	17
Secretary II.....	21
Secretary I.....	25

TEACHER ASSISTANTS

Parent Liaison.....	6
Language Assistant	6
Support Paraprofessional	6
Instructional Paraprofessional (passing score on the Parapro test)	8
Instructional Paraprofessional (AA, AS, 60 college credit hours)	10
Paraprofessional III (Current employees only)	8
Paraprofessional II (Current Employees only)	16
Paraprofessional I (Current Employees only)	21
Haney GED Specialist	21
Behavioral Paraprofessional.....	30
Registered Behavior Technician.....	42

ACCOUNTING AND FINANCE

Auditing Clerk I.....	14
Inventory Audit Clerk I	16
Accounting Clerk.....	21
Bookkeeper II.....	21
Bookkeeper I.....	25
Inventory Clerk I	24
Benefits Specialist	25
Payroll Specialist I.....	25
Payroll Specialist II	32
Payroll Specialist III	36

MISCELLANEOUS

Aide, Community Services.....	4
Activity Leader.....	6
Student Screener.....	6
Mail Attendant	6
Clerk I – Media Services.....	8
Job Coach –Exceptional Student Education	16
Child Find Assistant	21

MISCELLANEOUS (continued)	PAYGRADE
Purchasing Clerk	21

Records Clerk II: Media Services Instructional Materials.....	21
Records Clerk II: Media Services.....	21
Records Clerk II: Circulation.....	21
Records Clerk II.....	21
Records Clerk I.....	25
Testing Clerk	25
Data Entry Manager III.....	21
Data Entry Manager II.....	25
Data Entry Manager I.....	30
District Safety Officer.....	35
Licensed Practical Nurse.....	43
Voluntary Pre-Kindergarten Associate	50
AYP Mentor/Parent Educator	50

HUMAN RESOURCES

District Receptionist	14
Substitute Teacher Registrar	27
Instructional Staffing Specialist I.....	32

TECHNICAL

Instructional Television Technician: Media Services	16
Computer Operator I	35
Instructional Television Specialist: Media Services.....	38
Programmer/Analyst	50

OPERATIONS

Student Helper	Minimum wage
Laborer.....	6
Maid	6
Telephone Receptionist	8
Laborer & Deliveryman	10
Courier II	16
Courier III.....	16
Background Check Specialist	21
Safety & Security Tele-Communicator and Video Specialist.....	21
District Media Services Multimedia Technician.....	26
Warehouseman I (Warehouse)	35
Warehouseman II (Warehouse)	26
Drug Dog Handler (part-time).....	35
Custodian III	10
Custodian II	14
Head Custodian IV	19
Head Custodian III	21
Head Custodian II	24
Head Custodian I	26

TRANSPORTATION

PAYGRADE

School Bus Paraprofessional	6
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Transportation Specialist.....	8
Transportation Van Driver	13
School Bus Driver	22
Transportation Operations Dispatcher.....	24
Mechanics Helper.....	26
Mechanic II	30
Router	32
Service Attendant	35
Service Dispatcher	39
Service Manager.....	39
Certified Mechanic.....	39
Vehicle Electronic Technician	47

MAINTENANCE

Semi-skilled Craftsman.....	10
Stadium Custodian II.....	14
Equipment Operator	16
Logistics Supply Clerk.....	24
Work Control Technology Specialist.....	26
Painter.....	30
Treatment Plant Operator/Exterminator.....	35
Carpenter Helper.....	26
Carpenter	35
Plumber Helper.....	26
Plumber.....	35
Warehouseman II (Maintenance)	26
Locksmith Helper	26
Locksmith	35
Electrical Helper.....	26
Electrician	38
HVAC Helper	26
HVAC Refrigeration Mechanic.....	38
HVAC Controls Mechanic	45
Welding/Sheetmetal Mechanic	38
Automotive Mechanic (Maintenance)	39
Brick/Block Mason	35
Boilerman	38
Equipment Mechanic.....	38
Kitchen Equipment Technician	38
Turf and Irrigation Specialist	30

CONDITIONAL EMERGENCY DAY CARE WORKER

This position will be paid at the hourly rate established for Pay Grade 10 at 0 years of experience. However this position will be full-time and will receive benefits.

NOTES:

Substitute and temporary help, with the exception of custodial, will be paid at the "0" experience level on the lowest level paygrade for the classification for which they are hired. Custodial substitutes will be paid minimum wage. Substitute Emergency Day Care Worker will be paid at the hourly rate established for Pay Grade 10 at 0 years of experience.

2018-2019 Differentiated Pay for Educational Support Personnel

High Risk of Personal Injury

- A. Full-time paraprofessionals (6 hours or more) at Margaret K. Lewis School in Millville, St. Andrew, & New Horizons (schools with high risk of personal injury due to students with a history of aggressive behavior) will receive a supplement of \$535.00 to be paid in two equal installments. Those paraprofessionals working less than full-time will receive a prorated supplement amount based on the number of hours they work per day at a qualifying site. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.
- B. Full-time bus paraprofessionals who work more than half the year on routes to and/or from Margaret K. Lewis School in Millville, St. Andrews and/ or New Horizons will receive an annual supplement of \$250 per year. To be eligible for this supplement, bus paraprofessionals must not miss more than five (5) full or partial days of work annually and be employed at the end of the school year. This will be paid in the final check of the school year.

Autism

Full-time paraprofessionals (6 hours or more) working in the District's specially designed classes for children with autism (excluding those at ESE center schools) will receive a supplement of \$535 to be paid in two equal installments. Those paraprofessionals working less than full-time will receive a prorated supplement amount based on the number of hours they work per day in a specially designed class for autism. The first installment will be paid the last check in December. The second installment will be paid in the final check of the school year.

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25			
02	17,132	17,132	17,132	17,132	17,235	17,390	18,086	18,629	19,019	19,424	19,886	20,268	20,600	20,982	21,442	21,877	22,285	22,619	23,077	23,460	23,845	24,201	24,608	25,017	25,493	26,511			
03	19,635	19,635	19,635	19,635	19,635	19,738	19,745	20,364	20,975	21,240	21,444	21,801	22,008	22,260	22,811	23,090	23,383	23,541	23,895	24,175	24,633	24,967	25,222	25,479	25,658	25,983	26,892		
04	19,916	19,916	19,916	19,916	19,916	19,916	19,916	20,020	20,027	20,612	21,230	21,419	21,801	22,008	22,260	22,567	23,076	23,434	23,564	23,895	24,201	24,456	24,991	25,274	25,530	25,785	26,142	26,398	27,279
05	20,223	20,223	20,223	20,223	20,223	20,326	20,333	20,786	21,410	21,801	22,008	22,260	22,567	22,825	23,411	23,564	23,895	24,201	24,456	24,712	25,270	25,530	25,785	26,115	26,321	26,526	27,354		
06	20,427	20,427	20,427	20,427	20,531	20,538	21,182	21,817	22,067	22,398	22,645	23,001	23,296	23,715	23,997	24,302	24,660	24,917	25,222	25,706	26,115	26,647	26,722	26,933	27,238	28,097			
07	20,860	20,860	20,860	20,860	20,964	20,971	21,429	22,072	22,414	22,694	23,051	23,335	23,615	24,172	24,406	24,688	25,041	25,299	25,531	26,215	26,449	26,753	26,986	27,266	27,496	28,419			
08	21,091	21,091	21,091	21,091	21,194	21,202	21,778	22,431	22,720	23,101	23,410	23,691	23,997	24,580	24,789	25,196	25,479	25,784	26,005	26,598	26,984	27,266	27,496	27,750	28,031	28,966			
09	21,446	21,446	21,446	21,446	21,549	21,557	22,048	22,709	23,101	23,410	23,691	23,997	24,302	24,760	25,146	25,452	25,758	26,064	26,311	26,980	27,266	27,546	27,931	28,135	28,339	29,285			
10	21,626	21,626	21,626	21,626	21,729	21,735	22,346	23,016	23,354	23,615	23,956	24,225	24,483	25,091	25,356	26,008	26,638	27,270	27,672	27,186	27,721	27,916	28,108	28,339	28,568	29,511			
11	21,908	21,908	21,908	21,908	22,011	22,018	22,569	23,246	23,539	23,793	24,224	24,483	24,889	25,313	25,608	26,063	26,321	26,777	26,943	27,542	27,931	28,287	28,593	28,872	29,038	29,982			
12	22,061	22,061	22,061	22,061	22,165	22,172	22,768	23,451	23,762	24,100	24,430	24,738	25,042	25,551	25,966	26,219	26,652	26,832	27,249	27,824	28,108	28,389	28,744	29,951	29,195	30,105			
13	22,187	22,187	22,187	22,187	22,291	22,298	22,992	23,692	23,997	24,046	24,637	25,017	25,248	25,881	26,194	26,652	26,832	27,237	27,551	28,105	28,389	28,771	29,033	29,435	29,690	30,626			
14	22,596	22,596	22,596	22,596	22,699	22,706	23,388	24,090	24,480	24,738	25,203	25,725	25,730	26,288	26,727	26,933	27,316	27,622	28,029	28,592	28,924	29,256	29,488	29,690	30,799				
15	22,903	22,903	22,903	22,903	22,913	23,006	23,013	23,658	24,388	24,686	25,017	25,248	25,706	25,938	26,568	26,888	27,296	27,571	28,281	28,895	29,255	29,512	29,819	30,001	30,254	31,195			
16	23,082	23,082	23,082	23,082	23,082	23,185	23,193	23,758	24,471	24,940	25,199	25,656	25,886	26,270	26,838	27,294	27,523	27,953	28,261	28,553	29,250	29,614	29,971	30,305	30,560	30,940	31,815		
17	23,287	23,287	23,287	23,287	23,297	23,390	23,396	24,055	24,777	25,146	25,552	25,759	26,191	26,524	27,019	27,494	27,776	28,133	28,466	28,923	29,508	29,869	30,200	30,532	30,839	31,018	31,889		
18	23,490	23,490	23,490	23,490	23,594	23,600	24,303	25,032	25,248	25,706	26,064	26,447	26,805	27,398	27,749	28,082	28,413	28,771	29,128	29,813	30,150	30,531	30,990	31,222	31,403	32,410			
19	23,745	23,745	23,745	23,745	23,745	23,848	23,855	24,477	25,211	25,680	25,938	26,395	26,703	27,085	27,443	27,809	28,413	28,771	29,153	29,561	29,894	30,245	30,606	31,015	31,324	31,590	31,837	32,195	
20	23,999	23,999	23,999	23,999	23,999	24,103	24,110	24,922	25,670	25,988	26,395	26,703	27,085	27,443	27,835	28,245	28,822	29,154	29,662	29,945	30,313	31,058	31,400	31,808	32,141	32,347	32,604	33,476	
21	24,459	24,459	24,459	24,459	24,459	24,562	24,571	25,171	25,926	26,395	26,703	27,085	27,443	27,835	28,245	28,822	29,154	29,662	29,945	30,313	31,058	31,400	31,808	32,141	32,347	32,604	33,476		
22	24,639	24,639	24,639	24,639	24,639	24,742	24,750	25,443	26,206	26,574	27,009	27,340	27,725	28,081	28,472	29,103	29,435	29,868	30,225	30,532	31,117	31,556	32,065	32,346	32,678	32,933	33,896		
23	24,844	24,844	24,844	24,844	24,844	24,947	24,954	25,741	26,513	26,856	27,265	27,598	28,030	28,363	29,073	29,434	29,843	30,225	30,532	31,042	31,562	32,065	32,498	32,906	33,137	33,394	34,367		
24	25,202	25,202	25,202	25,202	25,202	25,306	25,312	26,038	26,819	27,264	27,546	28,029	28,339	28,721	29,407	29,843	30,200	30,532	31,014	31,530	32,060	32,498	33,281	33,725	34,689				
25	25,533	25,533	25,533	25,533	25,533	25,536	26,643	26,610	27,202	27,545	28,029	28,339	28,821	29,129	29,840	30,225	30,710	31,095	31,452	31,811	32,672	33,933	33,949	34,032	34,237	35,264			
26	25,737	25,737	25,737	25,737	25,737	25,840	25,847	26,557	27,354	28,234	28,593	29,025	29,460	29,993	30,481	30,965	31,344	31,731	32,050	32,465	33,205	33,851	33,239	33,573	33,893	34,466	35,456		
27	26,018	26,018	26,018	26,018	26,122	26,129	26,905	27,712	28,182	28,466	28,897	29,306	29,689	30,376	30,863	31,147	31,554	31,963	32,446	33,109	33,518	33,953	34,439	34,645	34,875	35,829			
28	26,222	26,222	26,222	26,222	26,222	26,325	26,332	27,054	27,966	28,311	28,743	29,038	29,511	29,944	30,706	31,095	31,477	31,860	32,319	32,701	33,437	33,902	34,461	34,668	34,936	35,105	36,078		
29	26,427	26,427	26,427	26,427	26,427	26,530	26,537	27,376	28,197	28,516	28,948	29,333	29,767	30,199	30,962	31,344	31,731	32,139	32,593	33,745	34,108	34,615	34,976	35,232	35,568	36,548			
30	26,656	26,656	26,656	26,656	26,656	26,750	26,761	28,326	28,821	29,180	29,538	30,021	30,430	31,141	31,562	32,446	32,807	33,162	33,998	34,513	34,822	35,230	35,487	35,693	36,647				
31	26,862	26,862	26,862	26,862	26,862	26,965	26,973	27,749	28,581	29,025	29,510	29,919	30,253	30,836	31,473	31,860	32,421	32,780	33,135	33,646	34,424	34,772	35,304	35,997	36,255	37,266			
32	27,242	27,242	27,242	27,242	27,242	27,345	27,353	28,169	29,014	29,460	29,817	30,252	30,735	31,194	31,857	32,319	32,701	33,134	33,596	34,029	34,743	35,304	35,950	36,596	36,178	36,458	37,440		
33	27,447	27,447	27,447	27,447	27,447	27,551	27,551	27,967	30,049	30,463	30,990	31,400	32,116	32,601	33,033	33,418	33,902	34,247	35,200	35,537	36,046	36,531	36,814	37,144	38,134				
34	27,679	27,679	27,679	27,679	27,679	27,782	27,782	28,639	29,498	29,919	30,378	30,786	31,247	31,555	32,440	32,807	33,238	33,673	34,206	34,542	35,427	35,969	36,303	36,559	36,840	37,172	38,159		
35	27,830	27,830	27,830	27,830	27,830	27,934	27,940	28,812	29,576	30,149	30,609	31,067	31,452	32,011	32,658	33,111	33,596	34,029	34,440	34,958	35,634	36,147	36,608	37,168	37,351	37,556	38,580		
36	28,111	28,111	28,111	28,111	28,111	28,214	28,221	29,060	29,932	30,404	30,863	31,300	31,731	32,166	32,672	33,119	33,672	34,206	34,542	35,050	35,560	36,272	36,836	37,298	37,759	38,015	38,225		

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
01	Minimum Wage																										
02	8.36	8.36	8.36	8.36	8.42	8.50	8.84	9.11	9.29	9.50	9.72	9.91	10.08	10.25	10.48	10.69	10.90	11.06	11.29	11.45	11.64	11.82	12.03	12.24	12.46	12.95	
03	9.61	9.61	9.61	9.61	9.66	9.71	9.95	10.25	10.38	10.48	10.66	10.75	10.88	11.14	11.27	11.42	11.49	11.68	11.81	12.04	12.22	12.32	12.44	12.55	12.64	13.12	
04	9.73	9.73	9.73	9.73	9.79	9.85	10.08	10.38	10.46	10.65	10.75	10.88	11.03	11.27	11.44	11.51	11.68	11.82	11.95	12.07	12.35	12.46	12.61	12.77	12.90	13.33	
05	9.88	9.88	9.88	9.88	9.94	10.00	10.16	10.46	10.65	10.75	10.88	11.03	11.14	11.44	11.51	11.68	11.82	11.95	12.07	12.35	12.46	12.60	12.76	12.86	12.96	13.36	
06	9.98	9.98	9.98	9.98	10.03	10.08	10.35	10.66	10.79	10.94	11.07	11.24	11.36	11.59	11.74	11.89	12.05	12.18	12.32	12.57	12.76	12.88	13.06	13.17	13.31	13.74	
07	10.19	10.19	10.19	10.24	10.30	10.48	10.79	10.96	11.09	11.28	11.40	11.54	11.81	11.93	12.06	12.25	12.36	12.46	12.82	12.93	13.07	13.19	13.32	13.44	13.89		
08	10.29	10.29	10.29	10.35	10.40	10.64	10.96	11.10	11.30	11.43	11.58	11.74	12.02	12.11	12.31	12.44	12.60	12.74	13.01	13.19	13.32	13.44	13.55	13.70	14.10		
09	10.49	10.49	10.49	10.54	10.59	10.78	11.10	11.30	11.43	11.58	11.74	11.89	12.10	12.29	12.42	12.59	12.74	12.86	13.19	13.32	13.47	13.65	13.75	13.85	14.31		
10	10.58	10.58	10.58	10.63	10.68	10.94	11.27	11.40	11.54	11.68	11.83	11.97	12.27	12.37	12.51	12.73	12.84	13.05	13.28	13.45	13.59	13.74	13.85	13.97	14.42		
11	10.70	10.70	10.70	10.75	10.83	11.03	11.36	11.49	11.63	11.83	11.97	12.15	12.37	12.51	12.74	12.86	13.06	13.17	13.47	13.65	13.82	13.98	14.12	14.18	14.66		
12	10.79	10.79	10.79	10.85	10.90	11.12	11.45	11.60	11.78	11.94	12.09	12.25	12.48	12.69	12.82	13.03	13.11	13.33	13.59	13.74	13.88	14.05	14.15	14.23	14.71		
13	10.85	10.85	10.85	10.90	10.96	11.24	11.58	11.74	11.93	12.04	12.24	12.34	12.64	12.80	13.05	13.11	13.31	13.45	13.73	13.88	14.06	14.21	14.39	14.50	14.97		
14	11.05	11.05	11.05	11.10	11.15	11.43	11.77	11.94	12.09	12.28	12.35	12.58	12.84	13.06	13.17	13.34	13.50	13.70	13.98	14.14	14.30	14.41	14.50	14.62	15.04		
15	11.18	11.18	11.18	11.24	11.30	11.56	11.91	12.04	12.24	12.34	12.57	12.69	13.03	13.12	13.33	13.48	13.67	13.81	14.13	14.30	14.42	14.55	14.67	14.79	15.24		
16	11.29	11.29	11.29	11.34	11.39	11.60	11.95	12.20	12.31	12.55	12.65	12.84	13.11	13.33	13.45	13.66	13.81	13.98	14.30	14.47	14.66	14.82	14.94	15.12	15.54		
17	11.38	11.38	11.38	11.43	11.48	11.76	12.11	12.29	12.48	12.60	12.80	12.96	13.25	13.44	13.57	13.75	13.92	14.14	14.42	14.60	14.77	14.92	15.08	15.15	15.59		
18	11.47	11.47	11.47	11.53	11.59	11.89	12.25	12.34	12.57	12.74	12.93	13.10	13.37	13.55	13.73	13.89	14.06	14.22	14.55	14.74	14.92	15.14	15.26	15.35	15.84		
19	11.61	11.61	11.61	11.67	11.72	11.96	12.22	12.56	12.69	12.90	13.05	13.24	13.53	13.73	13.89	14.05	14.21	14.39	14.69	14.90	15.11	15.26	15.35	15.46	15.96		
20	11.74	11.74	11.74	11.79	11.85	12.19	12.56	12.69	12.90	13.05	13.24	13.42	13.72	13.89	14.06	14.23	14.45	14.61	14.97	15.15	15.32	15.45	15.61	15.74	16.23		
21	11.95	11.95	11.95	12.00	12.05	12.30	12.67	12.90	13.05	13.24	13.42	13.59	13.91	14.08	14.23	14.49	14.65	14.84	15.17	15.35	15.53	15.71	15.81	15.93	16.36		
22	12.04	12.04	12.04	12.10	12.15	12.43	12.80	13.00	13.20	13.35	13.54	13.73	14.05	14.21	14.39	14.60	14.78	14.92	15.32	15.46	15.68	15.81	15.97	16.10	16.56		
23	12.13	12.13	12.13	12.18	12.25	12.59	13.12	13.32	13.53	13.70	13.87	14.20	14.39	14.57	14.78	14.92	15.17	15.46	15.68	15.89	16.09	16.19	16.32	16.79			
24	12.31	12.31	12.31	12.36	12.42	12.73	13.11	13.32	13.47	13.69	13.85	14.08	14.38	14.57	14.77	14.92	15.15	15.33	15.67	15.89	16.08	16.24	16.34	16.47	16.96		
25	12.48	12.48	12.48	12.55	12.61	12.90	13.29	13.47	13.69	13.85	14.08	14.22	14.57	14.78	15.01	15.19	15.37	15.53	15.97	16.10	16.32	16.55	16.63	16.74	17.24		
26	12.59	12.59	12.59	12.64	12.69	12.97	13.36	13.57	13.80	13.98	14.18	14.40	14.66	14.89	15.13	15.32	15.49	15.69	16.07	16.25	16.44	16.60	16.73	16.85	17.33		
27	12.72	12.72	12.72	12.77	12.82	13.15	13.54	13.92	14.13	14.32	14.50	14.85	15.09	15.21	15.43	15.63	15.85	16.18	16.38	16.59	16.83	16.93	17.05	17.51			
28	12.82	12.82	12.82	12.88	12.93	13.21	13.61	13.83	14.05	14.21	14.45	14.63	14.95	15.15	15.38	15.57	15.80	15.98	16.34	16.57	16.75	16.95	17.07	17.15	17.64		
29	12.91	12.91	12.91	12.96	13.05	13.37	13.77	13.94	14.15	14.39	14.53	14.77	15.13	15.32	15.49	15.71	15.93	16.12	16.50	16.67	16.91	17.09	17.22	17.39	17.87		
30	13.03	13.03	13.03	13.08	13.13	13.43	13.83	14.08	14.24	14.48	14.68	14.87	15.21	15.42	15.63	15.85	16.03	16.21	16.51	16.87	17.03	17.22	17.33	17.45	17.91		
31	13.12	13.12	13.12	13.17	13.24	13.56	13.97	14.18	14.42	14.62	14.79	15.08	15.38	15.57	15.84	16.02	16.19	16.43	16.82	17.00	17.25	17.46	17.58	17.81	18.21		
32	13.31	13.31	13.31	13.36	13.42	13.77	14.18	14.35	14.55	14.79	15.02	15.24	15.57	15.80	15.98	16.19	16.41	16.62	16.82	17.25	17.39	17.58	17.69	17.83			
33	13.42	13.42	13.42	13.47	13.53	13.83	14.24	14.50	14.69	14.92	15.14	15.35	15.70	15.93	16.14	16.33	16.57	16.76	17.21	17.37	17.60	17.86	17.99	18.16	18.64		
34	13.53	13.53	13.53	13.59	13.64	14.00	14.42	14.62	14.85	15.08	15.27	15.42	15.84	16.03	16.25	16.44	16.72	16.98	17.30	17.57	17.70	17.87	18.00	18.17	18.65		
35	13.60	13.60	13.60	13.65	13.71	14.08	14.50	14.74	14.97	15.18	15.37	15.55	15.81	16.18	16.41	16.62	16.83	17.11	17.43	17.66	17.80	18.17	18.25	18.85			
36	13.74	13.74	13.74	13.79	13.86	14.20	14.63	14.86	15.09	15.31	15.49	15.73	16.12	16.32	16.56	16.76	17.07	17.19	17.62	17.85	18.08	18.25	18.41	18.53			
37	13.83	13.83	13.83	13.89	13.95	14.32	14.75	15.01	15.24	15.41	15.66	15.87	16.21	16.44	16.72	16.88	17.13	17.40	17.73	18.00	18.22	18.45	18.56	18.69	19.16		
38	13.98	13.98	13.98	14.03	14.08	14.43	14.86	15.13	15.33	15.57	15.78	16.03	16.40	16.62	16.83	17.11	17.21	17.48	17.90	18.17	18.35	18.53	18.69	18.81	19.30		
39	14.06	14.06	14.06	14.11	14.17	14.56	15.00	15.24	15.41	15.67	15.89	16.11	16.47	16.74	17.00	17.16	17.45	17.62	18.08	18.26	18.52	18.81	18.92	19.00	19.52		
40	14.16	14.16	14.16	14.21	14.27	14.68	15.12	15.33	15.57	15.78	16.03	16.23	16.62	16.83	17.11	17.31	17.55	17.78	18.00	18.27	18.47	18.67	19.19	19.43	19.83	19.94	20.46
41	14.37	14.37	14.37	14.42	14.47	14.83	15.27	15.49	15.73	15.98	16.21	16.43	16.80	17.11	17.26	17.53	17.78	18.00	18.42	18.63	18.93	19.18					

CONFIDENTIAL PERSONNEL

CONFIDENTIAL PERSONNEL

- A. All Support confidential employees are paid according to the employee's paygrade and years experience using Placement Schedule 4.
- B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions. Less than full-time employees are classified in School Board Policy 5.101. A temporary position is an employment position which will not exist beyond six (6) consecutive calendar months. A position which exists for any part of a month is considered to be in existence for the entire month. Substitute employees render temporary non-contractual service on an on-call basis.
- C. All full-time Support confidential personnel employed for less than 52 weeks are entitled to insurance and the following holidays.

Monday, September 3, 2018 Tuesday, December 25, 2018

Monday, November 12, 2018 Tuesday, January 1, 2019

Thursday, November 24, 2018 Monday, January 21, 2019

Personnel employed for six (6) hours or more daily for 52 weeks are entitled to insurance, leave benefits and the following paid holidays:

Wednesday, July 4, 2018 Monday, December 24, 2018

Monday, September 3, 2018 Tuesday, December 25, 2018

Monday, November 12, 2018 Tuesday, January 1, 2019

Thursday, November 22, 2018 Monday, January 21, 2019

Friday, November 23, 2018 Monday, May 27, 2019

- D. As part of a cost saving measure to conserve energy, all facilities will be closed and all twelve month employees will be off for four weeks. The four weeks are:
 - July 2-6, 2018
 - December 24, 2018 – January 4, 2019
 - March 18-22, 2019

- E. All personnel on a 12 month basis shall be entitled to annual leave cumulative to no more than 480 hours at the end of any fiscal year. The annual leave allowance shall be:

4 hours monthly 0-4 year employees

6 hours monthly 5-9 year employees

8 hours monthly 10-14 year employees

10 hours monthly 15 years and up employees

Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.

- F. Refer to the School Board Policies for terms and conditions of employment related to confidential personnel.

- G. Hours and duties are assigned by the administrator responsible for the employee's daily routine and payroll.
- H. The Board shall provide Confidential Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- I. Employees do not receive an automatic step on a Placement Schedule for pay increase. Beginning July 1, 2014, all employees must receive an overall evaluation rating of "Effective" or "Highly Effective" in order to qualify for a salary increase.
- J. Salary increases will be recommended by the Superintendent of Schools and approved by the School Board. Pay increases will only be given to Confidential Personnel receiving an evaluation of Highly Effective or Effective.

**2018-2019 CLASSIFICATIONS AND PAYGRADES FOR
CONFIDENTIAL PERSONNEL**
(Refer to Placement Schedule 4)

	PAYGRADE
Assistant to the School Board Members	50
Administrative Assistant to the Superintendent.....	50
Assistant to the Deputy Superintendent	45
Assistant to the Superintendent.....	45
Assistant to the Assistant Superintendent for Teaching and Learning Services.....	43
Assistant to the Executive Director for Business Support Services	40
Assistant to the Executive Director for Operational Support Services	40
Assistant to the Executive Director of Human Resources & Employee Support Services.....	40
Safety & Security Operational Specialist.....	35
Assistant to the Director	30
Assistant to the Director of K-12 & Adult Instructional Services.....	30
Assistant to the Director of Student Services	30
Assistant to the Director of Facilities.....	30
Assistant to the Information Services Director	30
High School Administrative Secretary (Haney & Bozeman)	30
Administrative Secretary II (current employees)	30
Assistant to the Coordinator of Pre-K (VPK & ESE) Education.....	25
Assistant to the Coordinator of Bay BASE	25
Assistant to the Coordinator of Staff Development and Title II	25
Assistant to the Coordinator of Extra-Curricular Activities & Title IX Compliance	25
Assistant to the Title I Supervisor	25
Assistant to Supervisor of Instructional Media Services	25
Assistant to Supervisor of Maintenance	25
Assistant to General Manager of Purchasing, Contracting and Materials Management	25
Assistant to the Business Office	25
Middle School Administrative Secretary (New Horizons, Margaret K. Lewis in Millville, Rosenwald High School & Breakfast Point)	25
Elementary School Administrative Secretary	25
Human Resources Specialist	25
Food Service Specialist I	25
Food Service Specialist II	21

Placement Schedule 4 Confidential Personnel

Effective: July 1, 2013

PG	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	
21	26,607	26,607	26,607	26,607	26,607	26,607	26,712	26,720	26,809	26,945	27,420	27,689	28,107	28,479	28,901	29,247	29,516	29,987	30,488	30,781	31,204	31,1914	32,288	32,712	33,029	33,256	33,507
25	27,797	27,797	27,797	27,797	27,797	27,797	27,903	27,910	27,998	28,188	28,611	29,034	29,405	29,907	30,252	30,675	31,097	31,572	31,970	32,315	32,712	33,577	33,877	34,323	34,800	34,987	35,200
30	29,013	29,013	29,013	29,013	29,013	29,013	29,118	29,125	29,214	29,405	29,907	30,330	30,727	31,203	31,627	32,023	32,444	32,868	33,370	33,743	34,085	34,493	35,486	35,779	36,227	36,494	36,706
35	30,335	30,335	30,335	30,335	30,335	30,335	30,440	30,448	30,537	30,779	31,280	31,808	32,208	32,657	33,160	33,556	34,033	34,535	34,984	35,406	35,988	36,649	37,152	37,629	38,207	38,401	38,585
40	31,551	31,551	31,551	31,551	31,551	31,551	31,656	31,664	31,751	32,100	32,526	33,130	33,452	34,031	34,403	34,983	35,406	35,988	36,465	36,916	37,389	38,311	38,739	39,190	39,795	40,010	40,276
43	32,305	32,305	32,305	32,305	32,305	32,305	32,410	32,419	32,506	32,905	33,335	33,912	34,337	34,957	35,278	35,884	36,358	36,939	37,419	37,854	38,421	39,304	39,797	40,314	40,816	41,042	41,361
45	33,059	33,059	33,059	33,059	33,059	33,059	33,164	33,173	33,262	33,712	34,243	34,693	35,221	35,883	36,152	36,783	37,312	37,890	38,370	39,452	40,856	41,437	41,835	42,075	42,444		
50	34,909	34,909	34,909	34,909	34,909	34,909	35,014	35,022	35,112	35,405	36,040	36,649	37,125	37,679	38,208	38,714	39,397	39,876	40,457	40,961	41,570	42,241	42,998	43,604	44,212	44,681	44,693

SAFETY & SECURITY PERSONNEL

SAFETY & SECURITY PERSONNEL

- A. Safety & Security salaries are paid using Placement Schedule "6".
- B. In determining eligibility for benefits, full-time employees are those who are employed a minimum of six (6) hours daily, five (5) days per week in permanently established positions.
- C. Full-time Safety & Security individuals receive the following paid holidays:

Monday, September 3, 2018	Tuesday, December 25, 2018
Monday, November 12, 2018	Tuesday, January 1, 2019
Thursday, November 22, 2018	Monday, January 21, 2019
- D. The Board shall provide full-time Safety & Security Personnel with basic comprehensive, hospital-medical-obstetrical, major medical and group life insurance protection for a twelve (12) month period. The employee shall be responsible for paying the remaining amount for coverage above the Board contribution amount established. Plans for additional coverage are available to the employee at their expense.
- E. Each employee employed on a full-time basis shall be entitled to one day of sick leave for each month of employment. Such sick leave shall be cumulative from year to year, and there shall be no limit on the number of days of sick leave an employee may accrue.
- F. Safety & Security Personnel who are employed for a ten (10) month period and are scheduled to work student days. Individuals in this classification receive payments processed over a twenty (20) check payment cycle.
- G. Regular positions for Safety & Security Personnel will be established for eight (8) working hours per day. Positions for Hourly Safety & Security Personnel can be established at varying hours per day based upon position requirements.

All Safety & Security Personnel working six (6) or more hours a day shall be provided an unpaid, duty free meal period of no less than thirty (30) minutes.
- H. Safety & Security Personnel will be paid \$65.00 per day for participation (outside of the normal contract period) in workshops and/or training sessions. (Rate is based upon a six (6) hour day.)
- I. Employees do not receive an automatic step on a Placement Schedule for pay increases.
- J. Safety & Security Personnel designated as a Lieutenant will be paid a supplement of \$4,000.00 (only one (1) is applicable). Safety & Security Personnel designated as a Sergeant will be paid a supplement of \$2,000.00 (two (2) are applicable: one (1) serves multiple sites and one (1) is stationed at a school site).
- K. Employees on Placement Schedule "6" are on annual contract.

**2018-2019 CLASSIFICATION AND PAYGRADES
FOR SAFETY & SECURITY PERSONNEL**
(Refer to Placement Schedule 6)

SAFETY & SECURITY PERSONNEL	PAYGRADE
District Police Officer	10

(Position will always be paid at level zero in regards to experience).

Hourly Positions		00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	15	17	18	19	20	21	22	23	24	25
PG	00	N/A																									
SHD	19.4572	N/A																									

PAYROLL SCHEDULES

**BAY DISTRICT SCHOOLS
ADMINISTRATIVE PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019**

**Pay Type 001 / 12 Checks
Board & Superintendent**

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	12	7/31/2018	7/1/2018	7/21/2018	21	7/24/2018	August
NO. 2	14	8/31/2018	7/22/2018	8/18/2018	28	8/21/2018	September
NO. 3	16	9/28/2018	8/19/2018	9/15/2018	28	9/18/2018	October
NO. 4	18	10/31/2018	9/16/2018	10/13/2018	28	10/16/2018	November
NO. 5	20	11/30/2018	10/14/2018	11/10/2018	28	11/13/2018	December
NO. 6	22	12/21/2018	11/11/2018	12/15/2018	35	12/17/2018	January
NO. 7	24	1/31/2019	12/16/2018	1/19/2019	35	1/23/2019	February
NO. 8	26	2/28/2019	1/20/2019	2/16/2019	28	2/19/2019	March
NO. 9	28	3/29/2019	2/17/2019	3/16/2019	28	3/15/2019 **	April
NO. 10	30	4/30/2019	3/17/2019	4/20/2019	35	4/23/2019	May
NO. 11	32	5/31/2019	4/21/2019	5/18/2019	28	5/21/2019	June
NO. 12	34	6/27/2019	5/19/2019	6/30/2019	43	6/18/2019 *	July
					365		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on monthly basis and insurance deductions are for the month indicated. If more than one month is indicated, an adjustment to the normal amount will occur. Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

**BAY DISTRICT SCHOOLS
ADMINISTRATIVE PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019**

Pay Type 002 / 12 Checks

Pay Type 043 / Part-Time Hourly

Administrative, Supervisory, Non-Administrative, Non-Supervisory & Technical Personnel

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	12	7/31/2018	7/1/2018	7/21/2018	11	7/24/2018	August
NO. 2	14	8/31/2018	7/22/2018	8/18/2018	20	8/21/2018	September
NO. 3	16	9/28/2018	8/19/2018	9/15/2018	20	9/18/2018	October
NO. 4	18	10/31/2018	9/16/2018	10/13/2018	20	10/16/2018	November
NO. 5	20	11/30/2018	10/14/2018	11/10/2018	20	11/13/2018	December
NO. 6	22	12/21/2018	11/11/2018	12/15/2018	25	12/17/2018	January
NO. 7	24	1/31/2019	12/16/2018	1/19/2019	18	1/23/2019	February
NO. 8	26	2/28/2019	1/20/2019	2/16/2019	20	2/19/2019	March
NO. 9	28	3/29/2019	2/17/2019	3/16/2019	20	3/15/2019 **	April
NO. 10	30	4/30/2019	3/17/2019	4/20/2019	20	4/23/2019	May
NO. 11	32	5/31/2019	4/21/2019	5/18/2019	20	5/21/2019	June
NO. 12	34	6/27/2019	5/19/2019	6/30/2019	30	6/18/2019 *	July
					244		

Pay Type 003 / 11 Checks

Administrative Assistants & Instructional Specialists

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	14	8/31/2018	8/1/2018	8/18/2018	10	8/21/2018	Aug. & Sept.
NO. 2	16	9/28/2018	8/19/2018	9/15/2018	20	9/18/2018	October
NO. 3	18	10/31/2018	9/16/2018	10/13/2018	19	10/16/2018	November
NO. 4	20	11/30/2018	10/14/2018	11/10/2018	20	11/13/2018	December
NO. 5	22	12/21/2018	11/11/2018	12/15/2018	21	12/17/2018	January
NO. 6	24	1/31/2019	12/16/2018	1/19/2019	17	1/23/2019	February
NO. 7	26	2/28/2019	1/20/2019	2/16/2019	20	2/19/2019	March
NO. 8	28	3/29/2019	2/17/2019	3/16/2019	19	3/15/2019 **	April
NO. 9	30	4/30/2019	3/17/2019	4/20/2019	19	4/23/2019	May
NO. 10	32	5/31/2019	4/21/2019	5/18/2019	20	5/21/2019	June
NO. 11	34	6/27/2019	5/19/2019	6/4/2019	11	6/18/2019 *	July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on monthly basis and insurance deductions are for the month indicated. If more than one month is indicated, an adjustment to the normal amount will occur. Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
CONFIDENTIAL & 12 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 009, 019, 023, 033, 040 & 041 / 24 Checks

Including Substitute Clerical, Temporary Employees & Custodial - Pay Type 010, 025 & 034
 (No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	11	7/16/2018	7/1/2018	7/7/2018	1	7/9/2018	1/2 August
NO. 2	12	7/31/2018	7/8/2018	7/21/2018	10	7/24/2018	1/2 August
NO. 3	13	8/16/2018	7/22/2018	8/4/2018	10	8/7/2018	1/2 September
NO. 4	14	8/31/2018	8/5/2018	8/18/2018	10	8/21/2018	1/2 September
NO. 5	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 6	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 7	17	10/16/2018	9/18/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 8	18	10/31/2018	9/30/2018	10/13/2018	10	10/18/2018	1/2 November
NO. 9	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 10	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 11	21	12/14/2018	11/11/2018	12/1/2018	15	12/4/2018	1/2 January
NO. 12	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 January
NO. 13	23	1/16/2019	12/16/2018	1/5/2019	8	1/8/2019	1/2 February
NO. 14	24	1/31/2019	1/8/2019	1/19/2019	10	1/23/2019	1/2 February
NO. 15	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 March
NO. 16	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 March
NO. 17	27	3/15/2019	2/17/2019	3/2/2019	10	3/5/2019	1/2 April
NO. 18	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April
NO. 19	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May
NO. 20	30	4/30/2019	4/7/2019	4/20/2019	10	4/23/2019	1/2 May
NO. 21	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June
NO. 22	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June
NO. 23	33	6/13/2019	5/19/2019	6/1/2019	10	6/4/2019	1/2 July
NO. 24	34	6/27/2019	6/2/2019	6/30/2019	20	6/18/2019 *	1/2 July
					244		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
BAY BASE 12 MONTH STAFF PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 027 & 028 / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	11	7/16/2018	7/1/2018	7/7/2018	5	7/9/2018	1/2 August
NO. 2	12	7/31/2018	7/8/2018	7/21/2018	10	7/24/2018	1/2 August
NO. 3	13	8/16/2018	7/22/2018	8/4/2018	10	8/7/2018	1/2 September
NO. 4	14	8/31/2018	8/5/2018	8/18/2018	10	8/21/2018	1/2 September
NO. 5	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 6	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 7	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 8	18	10/31/2018	9/30/2018	10/13/2018	10	10/16/2018	1/2 November
NO. 9	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 10	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 11	21	12/14/2018	11/11/2018	12/1/2018	15	12/4/2018	1/2 January
NO. 12	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 January
NO. 13	23	1/16/2019	12/16/2018	1/5/2019	15	1/8/2019	1/2 February
NO. 14	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 February
NO. 15	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 March
NO. 16	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 March
NO. 17	27	3/15/2019	2/17/2019	3/2/2019	10	3/5/2019	1/2 April
NO. 18	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April
NO. 19	29	4/16/2019	3/17/2019	4/6/2019	15	4/8/2019	1/2 May
NO. 20	30	4/30/2019	4/7/2019	4/20/2019	10	4/23/2019	1/2 May
NO. 21	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June
NO. 22	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June
NO. 23	33	6/13/2019	5/19/2019	6/1/2019	10	6/4/2019	1/2 July
NO. 24	34	6/27/2019	6/2/2019	6/30/2019	20	6/18/2019 *	1/2 July
					260		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
INSTRUCTIONAL, LICENSED AND SAFETY & SECURITY PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Instructional - Pay Type 004, 006, & 042 / 20 Checks
Licensed - Pay Type 030 & 031 / 20 Checks
Safety & Security - Pay Type 031 / 20 Checks

Including Substitute Teachers & Licensed - Pay Type 007, 026, & 035
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	8/31/2018	8/1/2018	8/18/2018	10	8/21/2018	September
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	10/16/2018	1/2 November
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	11	12/4/2018	1/2 Jan. & Summer
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 Jan. & Summer
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	7	1/8/2019	1/2 Feb. & Summer
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 Feb. & Summer
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 Mar. & Summer
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 Mar. & Summer
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	3/5/2019	1/2 April & Summer
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April & Summer
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May & Summer
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	4/23/2019	1/2 May & Summer
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June & Summer
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June & Summer
NO. 20	33	6/13/2019	5/19/2019	6/4/2019	11	6/4/2019 ***	1/2 July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2018-2019 to be applied as follows:

Three (3) deductions for remaining July 2019 premium
Six (6) deductions for August 2019 premium
Three (3) deductions for 1/2 September 2019 premium

BAY DISTRICT SCHOOLS
INSTRUCTIONAL PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 005 & 051 / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	13	8/16/2018	8/1/2018	8/4/2018	2	8/7/2018	1/2 September
NO. 2	14	8/31/2018	8/5/2018	8/18/2018	8	8/21/2018	1/2 September
NO. 3	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 4	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 5	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 6	18	10/31/2018	9/30/2018	10/13/2018	9	10/16/2018	1/2 November
NO. 7	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 8	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 9	21	12/14/2018	11/11/2018	12/1/2018	11	12/4/2018	1/2 January
NO. 10	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 January
NO. 11	23	1/16/2019	12/16/2018	1/5/2019	7	1/8/2019	1/2 February
NO. 12	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 February
NO. 13	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 March
NO. 14	26	2/28/2019	2/3/2019	2/18/2019	10	2/19/2019	1/2 March
NO. 15	27	3/15/2019	2/17/2019	3/2/2019	9	3/5/2019	1/2 April
NO. 16	28	3/29/2019	3/3/2019	3/18/2019	10	3/15/2019 **	1/2 April
NO. 17	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May
NO. 18	30	4/30/2019	4/7/2019	4/20/2019	9	4/23/2019	1/2 May
NO. 19	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June
NO. 20	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June
NO. 21	33	6/13/2019	5/19/2019	6/4/2019	11	6/4/2019 **	1/2 July
NO. 22	35	6/13/2019			0		1/2 July
NO. 23	36	6/13/2019			0		1/2 August
NO. 24	37	6/13/2019			0		1/2 August
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
INSTRUCTIONAL ROTC PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 024 (12 Month) / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	INSURANCE DEDUCTIONS
NO. 1	11	7/16/2018	7/1/2018	7/7/2018	1	7/9/2018	1/2 August
NO. 2	12	7/31/2018	7/8/2018	7/21/2018	10	7/24/2018	1/2 August
NO. 3	13	8/16/2018	7/22/2018	8/4/2018	10	8/7/2018	1/2 September
NO. 4	14	8/31/2018	8/5/2018	8/18/2018	10	8/21/2018	1/2 September
NO. 5	15	9/14/2018	8/19/2018	9/1/2018	10	8/5/2018	1/2 October
NO. 6	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 7	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 8	18	10/31/2018	9/30/2018	10/13/2018	10	10/16/2018	1/2 November
NO. 9	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 10	20	11/30/2018	10/26/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 11	21	12/14/2018	11/11/2018	12/1/2018	15	12/4/2018	1/2 January
NO. 12	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 January
NO. 13	23	1/16/2019	12/16/2018	1/5/2019	8	1/8/2019	1/2 February
NO. 14	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 February
NO. 15	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 March
NO. 16	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 March
NO. 17	27	3/15/2019	2/17/2019	3/2/2019	10	3/5/2019	1/2 April
NO. 18	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April
NO. 19	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May
NO. 20	30	4/30/2019	4/7/2019	4/20/2019	10	4/23/2019	1/2 May
NO. 21	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June
NO. 22	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June
NO. 23	33	6/13/2019	5/19/2019	6/1/2019	10	6/4/2019	1/2 July
NO. 24	34	6/27/2019	6/2/2019	6/30/2019	20	6/18/2019 *	1/2 July
					244		

* Leave Due - Projected Payroll

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

BAY DISTRICT SCHOOLS
INSTRUCTIONAL / AIR FORCE ROTC PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 036 (10 Month & District Summer) / 24 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	11	7/16/2018	7/1/2018	7/7/2018	Summer Dates	7/9/2018	1/2 August
NO. 2	12	7/31/2018	7/8/2018	7/21/2018	Summer Dates	7/24/2018	1/2 August
NO. 3	13	8/16/2018	7/22/2018	7/30/2018	Summer Dates	8/7/2018	1/2 September
NO. 4	14	8/31/2018	8/1/2018	8/18/2018	13	8/21/2018	1/2 September
NO. 5	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 6	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 7	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 8	18	10/31/2018	9/30/2018	10/13/2018	10	10/16/2018	1/2 November
NO. 9	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 10	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 11	21	12/14/2018	11/11/2018	12/1/2018	15	12/4/2018	1/2 January
NO. 12	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 January
NO. 13	23	1/16/2019	12/18/2018	1/5/2019	8	1/8/2019	1/2 February
NO. 14	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 February
NO. 15	25	2/16/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 March
NO. 16	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 March
NO. 17	27	3/15/2019	2/17/2019	3/2/2019	10	3/5/2019	1/2 April
NO. 18	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April
NO. 19	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May
NO. 20	30	4/30/2019	4/7/2019	4/20/2019	10	4/23/2019	1/2 May
NO. 21	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June
NO. 22	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June
NO. 23	33	6/13/2019	5/19/2019	6/4/2019	12	6/4/2019	1/2 July
NO. 24	34	6/27/2019	6/5/2019	6/30/2019	Summer Dates	6/18/2019 * 208	1/2 July

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations)

BAY DISTRICT SCHOOLS
INSTRUCTIONAL / AIR FORCE & ARMY ROTC PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 037 (10 Month) / 20 Checks

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	8/31/2018	8/1/2018	8/18/2018	10	8/21/2018	1/2 September
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	10/16/2018	1/2 November
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	11	12/4/2018	1/2 Jan. & Summer
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 Jan. & Summer
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	7	1/8/2019	1/2 Feb. & Summer
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 Feb. & Summer
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 Mar. & Summer
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 Mar. & Summer
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	3/5/2019	1/2 April & Summer
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April & Summer
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May & Summer
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	4/23/2019	1/2 May & Summer
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June & Summer
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June & Summer
NO. 20	33	6/13/2019	5/19/2019	6/4/2019	11	6/4/2019 **	1/2 July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

* If eligible for coverage.

Column Information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2018-2019 to be applied as follows:

Three (3) deductions for remaining July 2019 premium

Six (6) deductions for August 2019 premium

Three (3) deductions for 1/2 September 2019 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 020 / 20 Checks
Voluntary Pre-K Associate

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	8/31/2018	8/1/2018	8/18/2018	10	8/21/2018	September
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	10	10/2/2018	1/2 November
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	10/16/2018	1/2 November
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	10	10/30/2018	1/2 December
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	11	12/4/2018	1/2 Jan. & Summer
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 Jan. & Summer
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	7	1/8/2019	1/2 Feb. & Summer
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	10	1/23/2019	1/2 Feb. & Summer
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 Mar. & Summer
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	10	2/19/2019	1/2 Mar. & Summer
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	3/5/2019	1/2 April & Summer
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April & Summer
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May & Summer
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	4/23/2019	1/2 May & Summer
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June & Summer
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June & Summer
NO. 20	33	6/13/2019	5/19/2019	6/4/2019	11	6/4/2019 **	1/2 July
					196		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions - * If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2018-2019 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2019 premium
Six (6) deductions for August 2019 premium
Three (3) deductions for 1/2 of September 2019 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 008, 015, 029 & 032 / 20 Checks
Clerical, Paraprofessionals, 10 Month Bay Base & Custodial

Including Substitute Paraprofessionals - Pay Type 016
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS		LEAVE DUE	* INSURANCE DEDUCTIONS
					Full Time	Part Time		
NO. 1	14	8/31/2018	8/15/2018	8/18/2018	3	3	8/21/2018	September (if needed)
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	10	9/5/2018	1/2 October
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	10	9	9/18/2018	1/2 October
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	9	9	10/2/2018	1/2 November
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	9	10/16/2018	1/2 November
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	9	9	10/30/2018	1/2 December
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	10	11/13/2018	1/2 December
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	11	9	12/4/2018	1/2 Jan. & Summer
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	10	12/17/2018	1/2 Jan. & Summer
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	7	5	1/8/2019	1/2 Feb. & Summer
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	9	9	1/23/2019	1/2 Feb. & Summer
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	10	9	2/5/2019	1/2 Mar. & Summer
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	9	9	2/19/2019	1/2 Mar. & Summer
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	9	3/5/2019	1/2 April & Summer
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	10	3/15/2019 **	1/2 April & Summer
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	10	4/8/2019	1/2 May & Summer
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	9	4/23/2019	1/2 May & Summer
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	10	5/7/2019	1/2 June & Summer
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	10	5/21/2019	1/2 June & Summer
NO. 20	33	6/13/2019	5/19/2019	5/31/2019	9	9	6/4/2019	1/2 July
					183	177		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2018-2019 to be applied as follows: Three (3) deductions for remaining 1/2 of July 2019 premium
Six (6) deductions for August 2019 premium
Three (3) deductions for 1/2 of September 2019 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 017 / 20 Checks
Bus Drivers

Including Substitute Bus Drivers - Pay Type 018
(No Insurance Deductions applicable)

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	8/31/2018	8/15/2018	8/18/2018	3	8/21/2018	September (if needed)
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	9	10/2/2018	1/2 November
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	10/16/2018	1/2 November
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	9	10/30/2018	1/2 December
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	11	12/4/2018	1/2 Jan. & Summer
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 Jan. & Summer
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	7	1/8/2019	1/2 Feb. & Summer
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	9	1/23/2019	1/2 Feb. & Summer
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 Mar. & Summer
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	9	2/19/2019	1/2 Mar. & Summer
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	3/5/2019	1/2 April & Summer
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April & Summer
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May & Summer
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	4/23/2019	1/2 May & Summer
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June & Summer
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June & Summer
NO. 20	33	6/13/2019	5/19/2019	5/31/2019	9	6/4/2019	1/2 July
					183		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

* If eligible for coverage.

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

Summer Deductions for 2018-2019 to be applied as follows:

Three (3) deductions for remaining 1/2 of July 2019 premium

Six (6) deductions for August 2019 premium

Three (3) deductions for 1/2 of September 2019 premium

BAY DISTRICT SCHOOLS
10 MONTH SUPPORT PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Pay Type 038 / 24 Checks
Bus Drivers

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE	* INSURANCE DEDUCTIONS
NO. 1	14	8/31/2018	8/15/2018	8/18/2018	3	8/21/2018	September
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	9/5/2018	1/2 October
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	10	9/18/2018	1/2 October
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	9	10/2/2018	1/2 November
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	10/16/2018	1/2 November
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	9	10/30/2018	1/2 December
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	11/13/2018	1/2 December
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	11	12/4/2018	1/2 January
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	12/17/2018	1/2 January
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	7	1/8/2019	1/2 February
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	9	1/23/2019	1/2 February
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	10	2/5/2019	1/2 March
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	9	2/19/2019	1/2 March
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	3/5/2019	1/2 April
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	3/15/2019 **	1/2 April
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	4/8/2019	1/2 May
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	4/23/2019	1/2 May
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	5/7/2019	1/2 June
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	5/21/2019	1/2 June
NO. 20	33	6/13/2019	5/19/2019	5/31/2019	9	6/4/2019	1/2 July
NO. 21	35	6/27/2019			0		1/2 July
NO. 22	36	6/27/2019			0		1/2 August
NO. 23	37	6/27/2019			0		1/2 August
NO. 24	34	6/27/2019			0		1/2 September
					183		

* Leave Due - Projected payroll.

** Leave Due - Payroll Due the same day it ends.

Insurance Deductions -

* If eligible for coverage

Column information reflects the normal schedule of deduction for an employee's portion of the premium for Board provided coverages (Health, Dental, Life & Vision).

Employees in this classification are paid on semi-monthly basis and insurance deductions are for the month indicated. If full month is indicated, an adjustment to the normal amount will occur.

Periodic adjustments may be necessary on an individual basis due to various situations and may be applied as needed. (Examples: Late start, changes in coverage +/-, and unable to deduct situations).

**BAY DISTRICT SCHOOLS
INSTRUCTIONAL PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019**

Pay Type 062 / 20 Checks

**Extended Instructional Hours
(No Insurance Deductions applicable)**

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	STUDENT DAYS ONLY
NO. 1	14	8/31/2018	8/15/2018	8/18/2018	3	
NO. 2	15	9/14/2018	8/19/2018	9/1/2018	10	
NO. 3	16	9/28/2018	9/2/2018	9/15/2018	9	
NO. 4	17	10/16/2018	9/16/2018	9/29/2018	9	
NO. 5	18	10/31/2018	9/30/2018	10/13/2018	9	
NO. 6	19	11/16/2018	10/14/2018	10/27/2018	9	
NO. 7	20	11/30/2018	10/28/2018	11/10/2018	10	
NO. 8	21	12/14/2018	11/11/2018	12/1/2018	9	
NO. 9	22	12/21/2018	12/2/2018	12/15/2018	10	
NO. 10	23	1/16/2019	12/16/2018	1/5/2019	5	
NO. 11	24	1/31/2019	1/6/2019	1/19/2019	9	
NO. 12	25	2/15/2019	1/20/2019	2/2/2019	9	
NO. 13	26	2/28/2019	2/3/2019	2/16/2019	9	
NO. 14	27	3/15/2019	2/17/2019	3/2/2019	9	
NO. 15	28	3/29/2019	3/3/2019	3/16/2019	10	
NO. 16	29	4/16/2019	3/17/2019	4/6/2019	10	
NO. 17	30	4/30/2019	4/7/2019	4/20/2019	9	
NO. 18	31	5/16/2019	4/21/2019	5/4/2019	10	
NO. 19	32	5/31/2019	5/5/2019	5/18/2019	10	
NO. 20	33	6/13/2019	5/19/2019	5/31/2019	9	
					177	

BAY DISTRICT SCHOOLS
SUMMER SCHOOL PAYROLL SCHEDULE
FISCAL YEAR 2018 - 2019

Instructional Staff

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE
	12	7/31/2018	7/1/2018	7/21/2018	8	7/24/2018
	13	8/16/2018	7/22/2018	7/31/2018	6	8/7/2018
	34	6/27/2019	6/5/2019	6/20/2019	10	6/18/2019 *
	11	7/16/2019	6/21/2019	6/30/2019	4	TBD
					28	

Support Staff

	RUN #	PAYROLL DATE	PAY PERIOD DATES		NUMBER OF DAYS	LEAVE DUE
	12	7/31/2018	7/1/2018	7/21/2018	8	7/24/2018
	13	8/16/2018	7/22/2018	8/4/2018	8	8/7/2018
	14	8/31/2018	8/5/2018	8/14/2018	6	8/21/2018
	34	6/27/2019	6/5/2019	6/20/2019	10	6/18/2019 *
	11	7/16/2019	6/21/2019	6/30/2019	4	TBD
					36	

* Leave Due - Projected payroll.

** Leave Due the same day as payroll ending date.

SCHOOL CALENDAR

BAY DISTRICT SCHOOLS' CALENDAR

2018-2019

			Day	Month	Date
*Instructional Contract District Inservice Day #1			Wednesday	August	1
*Instructional Contract District Inservice Day #2			Thursday	August	2
Instructional Contract District inservice days are waived by attendance July/August Trainings			(2-days)		
Inservice (School-Based)			Tuesday	August	7
Inservice (School-Based)			Wednesday	August	8
Pre-School Planning			Thursday	August	9
Pre-School Planning			Monday	August	13
Pre-School Planning			Tuesday	August	14
First Day of School			Wednesday	August	15
Labor Day (Holiday for All)			Monday	September	3
Teacher PLC Planning Day (School out for Students)	STORM DAY (IF NEEDED)		Wednesday	September	19
Columbus Day (School out for Students & Teachers)			Monday	October	8
End of First Nine Weeks			Thursday	October	18
Teacher PLC Planning Day (School out for Students)	STORM DAY (IF NEEDED)		Wednesday	October	24
Veterans Day (Holiday for All)			Monday	November	12
Thanksgiving Holidays (School out entire week for Students & Teachers)			Monday	November	19
Thanksgiving Day (Holiday for all)			Thursday	November	22
Return from Thanksgiving Holidays			Monday	November	26
Christmas Break (Early Release for Students)			Friday	December	21
Christmas Holidays Begin			Monday	December	24
Return from Christmas Holidays			Monday	January	7
High School Testing Day (7th period exams)			Wednesday	January	9
High School Testing Day (1/2/3 period exams)/Early Release for High School Students Only			Thursday	January	10
High School Testing Day (4/5/6 period exams)/End of Second Nine Weeks/End of First Semester/Early Release for High School Students Only			Friday	January	11
Records Workday for Teachers (School out for Students)			Monday	January	14
Martin Luther King's Birthday (Holiday for All)			Monday	January	21
Teacher PLC Planning Day (School Out for Students)	STORM DAY (IF NEEDED)		Wednesday	February	6
Presidents' Day (School Out for Students & Teachers)			Monday	February	18
Spring Holidays Begin			Monday	March	18
Return from Spring Holidays			Monday	March	25
End of Third Nine Weeks			Thursday	March	28
Good Friday (School Out for Students & Teachers)			Friday	April	19
Memorial Day (School Out for Students & Teachers)			Monday	May	27
High School Testing Day (7th period exams)			Wednesday	May	29
High School Testing Day (1/2/3 period exams)/Early Release for High School Students Only			Thursday	May	30
High School Testing Day (4/5/6 period exams)/End of Fourth Nine Weeks/End of Second Semester/Last Day of School for ALL STUDENTS/Early Release for ALL STUDENTS			Friday	May	31
Post Planning for Teachers			Monday	June	3
Post Planning for Teachers			Tuesday	June	4

STUDENT DAYS			TEACHER DAYS			PROGRESS REPORTS	ORIENTATION DATES	GRADUATION		
Month	Days	Month	Instruct	Other				School	Month	Day
August	13	August	13	7		Progress reports are available through the District's PARENT PORTAL. Hard copy progress reports will no longer be printed. Parents can contact the school if no internet access is available.	Dates and times for orientation by school location can be found at the Bay District Schools' website @ www.bay.k12.fl.us	Bay Virtual	May	21
September	18	September	18	2				Haney	May	22
October	21	October	21	1				Bozeman	May	23
November	16	November	16	2				MKL	May	24
December	15	December	15	1				Rutherford	May	24
January	17	January	17	3				New Horizons	May	28
February	18	February	18	1						
March	16	March	16							
April	21	April	21							
May	22	May	22							
June		June		2						
Total	177	Total		196						
*Contact school for specific date										